

Position Description

Team Leader Older Adult Mental Health Program

Classification:	Chief Grade 3 Social Work/ Occupational Therapy RPN 4 - with over award Clinical Psychology Grade 4
Business unit/department:	Mental Health Division/Adult & Older Adult Mental Health Service
Work location:	Austin Hospital ☐ Heidelberg Repatriation Hospital ☐ Burgundy Street Clinic ☒ Other ☒ (Hawdon St Community Mental Health)
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024
	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
	Choose an item.
Employment type:	Full-Time
Hours per week:	40 (38 + ADO)
Reports to:	Program Manager Older Adult Community Team
Direct reports:	Nil
Financial management:	NA
Date:	October 2025

Position purpose

The Team Leader plays a pivotal role in supporting the Program Manager Older Adult Community Team by guiding clinical staff in the delivery of complex mental health care to older consumers. This position provides advanced clinical expertise in the assessment, treatment, and management of individuals with complex mental health needs, while also supporting their families and carers. In addition to clinical leadership, the Team Leader delivers direct interventions and case management, tailored to align with leadership responsibilities.

This position requires substantial experience in public mental health services and a high level of clinical proficiency. The Team Leader may also provide discipline-specific supervision to staff across other service areas, contributing to the development of clinical capability and service excellence. Austin Health is a teaching hospital which provides Undergraduate and Early career placements, alongside Graduate Programs across all disciplines. The Team leader will support these early career programs if placed within the Older Adult Mental Health Service.

About the Directorate/Division/Department

Austin Mental Health Division (MHD) provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services in the Mental Health Division are located across Austin Health and the community. Employees may be redeployed within the MHD.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supports decision-making. This approach to client wellbeing builds on the strengths of the individual working in partnership with their treating team. It encompasses the principles of self-determination and individualised treatment and care.

Austin Health's Older Adult Mental Health Community Team provides person-centred, recovery-oriented care to older adults experiencing, or at risk of, serious mental illness. The multidisciplinary team—including clinicians, medical staff and Lived and Living Experience (LLE) experts—works collaboratively to deliver trauma-informed, evidence-based support that includes families, carers, and kin.

The team fosters a culture of collaboration, shared learning, and mutual respect to ensure holistic, high-quality care that promotes recovery, dignity, and wellbeing in the community.

Position responsibilities

Role Specific:

Position Responsibilities

- Provide clinical leadership and supervision to team members, supporting discipline-specific development and fostering a culture of continuous learning and collaboration.
- Assist the Older Adults Program Manager in operational, strategic, and workforce-related activities, including recruitment, retention, and professional standards.
- Work closely with the Program Manager and Consultant Psychiatrist to deliver evidence-based, recovery-oriented interventions for consumers with complex mental health needs, involving families and carers where appropriate.
- Act as a key clinician for a designated group of consumers, providing direct care.
- Ensure team members receive regular feedback and participate in annual performance development discussions.
- Identify and support training and development needs across the team to enhance clinical capability and service delivery.
- Promote effective communication and collaboration across internal departments and external service providers to ensure continuity of care.
- Contribute to service and organisational initiatives, including planning, evaluation, and quality improvement activities.
- Ensure risk management processes are implemented, including incident reporting, investigation, and corrective action planning.
- Foster a psychologically safe and inclusive work environment where staff feel supported and empowered to speak up.
- Monitor and achieve relevant key performance indicators (KPIs), service targets, and operate within allocated budget parameters.
- Participate in quality assurance, research, and service evaluation initiatives to support continuous improvement.
- Undertake professional development activities to maintain and enhance clinical and leadership capabilities.



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- Perform other duties as directed by the Older Adults Program Manager, consistent with the scope and purpose of the role.

All Employees:

- Comply with Austin Health policies & procedures, as amended from time to time, which can be located on the intranet (The Hub): <http://eppic/>
- Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks
- Comply with the Code of Conduct

Selection criteria

Essential Criteria.

- **Strong interpersonal and communication skills** to effectively engage with consumers, families/carers, colleagues, and external service providers.
- **Demonstrated experience in one or more endorsed practice domains** (e.g., family work, dual diagnosis, trauma-informed care, etc.) and willingness to apply these approaches in clinical work.
- **Cultural competence** and ability to provide gender-sensitive services to diverse populations.
- **Commitment to ongoing professional development**, including participation in supervision and training.
- **High-level written communication skills**, including the ability to prepare timely and comprehensive case assessments, care plans, and discharge summaries.
- **Sound understanding of relevant legislation**, including the Mental Health and Wellbeing Act and associated policies and procedures.
- **Experience in clinical supervision**, including mentoring and developing supervision skills in others.
- **Current knowledge of evidence-based interventions** for low prevalence disorders such as schizophrenia, bipolar disorder, personality disorders, and substance use disorders.
- **Advanced treatment skills** for severe and enduring mental health conditions, or willingness to develop these through evidence-based practice.
- **Compliance with professional registration requirements**, including maintaining current registration with AHPRA or relevant professional body.
- **Demonstrated ability to work collaboratively within multidisciplinary teams.**
- **Current Victorian Driver's Licence** and ability to travel across service sites as required.

Desirable Criteria

- Aboriginal and Torres Strait Islander applicants are strongly encouraged to apply.
- Experience working with Aboriginal Community Controlled Health Organisations (ACCHOs) and Aboriginal communities and families.
- Ability to speak a community language relevant to the local population.
- Postgraduate qualifications in a relevant area of specialist practice.

Professional qualifications and registration requirements



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Registered Nurses

- Registration as a Registered Nurse under the Australian Health Practitioner Regulation National Law
- Act (2009) with the Nursing and Midwifery Board of Australia.
- Bachelor's degree in Psychiatric/Mental Health Nursing or equivalent or bachelor's degree in Nursing plus, a Postgraduate qualification in Psychiatric/Mental Health Nursing.

Occupational Therapists

- Registration under the Australian Health Practitioner Regulation National Law Act (2009 with the Occupational Therapy Board.
- An approved degree from recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic).
- 7 years post qualification experience

• Psychologists

- Masters or Doctorate in Clinical Psychology.
- Current registration with Australian Health Practitioner Regulation Agency.
- Endorsement as a Clinical Psychologist with the Australian Health Practitioner Regulation Agency,
- Registration as a Board Approved Supervisor with the Australian Health Practitioner Regulation Agency, and supervisory experience.

• Social Workers

- An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.
- 7 years post qualification experience

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).



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- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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