

Position Description

Social Worker

Classification:	Social Work Grade 2
Business unit/department:	Infant Child and Youth Mental Health Service (ICYMHS) Mental Health Division (MHD) Austin YPARC
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024 Choose an item. Choose an item.
Employment type:	Part-Time
Hours	EFT - 0.6, 22.8 hours per week
Reports to:	Program Manager - ICYMHS Residential Services
Direct reports:	Nil
Financial management:	Nil
Date:	October 2025

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

The Social Work role supports the provision of comprehensive clinical sub-acute mental health care for young people and their families of the Austin YPARC Service. This includes risk assessment, mental state assessment, psycho-social assessment, psycho education related to illness, care coordination and partnering with young people and their family/carers.

The Social Worker will collaborate with Austin and Mind Team Leaders, to deliver comprehensive, high-quality clinical care tailored to each young person's developmental stage and needs.

The role will foster client centred care while providing evidence – based mental health recovery-oriented interventions for managing psychological distress and monitoring general wellbeing as well as offering support, information, and advocacy to facilitate successful community integration and sustain mental

health recovery. Partnering with the young people and their families/carers is crucial for effective care coordination within this role

About the Directorate/Division/Department

The Mental Health Division provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services are located across Austin Health campuses and in the community.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supported 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.

In 2016, the Victorian Government introduced the Safewards model throughout all public mental health services. It is designed to create a safe and supportive environment; to improve therapeutic relationships and increase the potential for collaboration between staff and consumers. Austin Health is committed to the Safewards model through ongoing education and resourcing. All mental health clinicians are expected to have a sound understanding of the model and its application in clinical practice

The position offered sits within the Infant, Child and Youth Mental Health Service (ICYMHS) directorate and is located at The Youth Prevention and Recovery Centre (YPARC)

Austin YPARC is a new service to Austin ICYMHS and will provide a safe and inclusive residential mental health service for young people (16-25 years) who are “stepping down” from inpatient mental health care or “stepping up” from community to prevent a deterioration in mental health. Austin YPARC offers a safe, therapeutic environment where young people can consolidate their community transition and implement their recovery treatment plans with intensive, person-centred support.

The YPARC’s model of care has been drawn from the Victorian State Government Statewide Framework for YPARC’s and has been developed in local working groups. YPARC will provide high-quality 24-hour mental health care in a youth friendly and ‘home-like’ setting.

Austin YPARC is in strong collaboration and partnership with MIND and will be run conjointly with staff from both organisations. Austin YPARC will provide thorough clinical, psychosocial and peer support through individual support and group programs. YPARC will assist young people to establish links to primary health and community-based supports that enable individuals to build resilience and capacity to self-manage factors that contribute to mental illness.



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Position responsibilities

Direct Care

Provide high quality, evidence-based assessment and treatment modalities, psychotherapeutic and psychosocial interventions (individual and/or group) to young people with a range of mental health issues including psychotic disorders, personality disorders, depression, anxiety in addition to alcohol and other drug use as indicated by clinical need and within available resources.

Provide recovery-oriented, trauma-informed, and collaborative care and interventions, with expertise in engaging young people and families in YPARC's residential program.

Engage with young people and their carers/families in a way that ensures the rights, confidentiality, dignity and respect of people are upheld.

Involve clients and carers in decision making regarding their recovery goals and negotiate agreed plans of action

Contribute to the development of an individualised recovery plan that optimises outcomes for consumers

Provide relevant brief therapeutic group interventions to address areas such as distress tolerance, emotional resilience and wellbeing, or other topics as requested by the team or young people.

Contribute to the coordination of referrals and admissions for young people to the Austin YPARC.

Manage clinical risk and actively work toward implementing risk reduction strategies

Provide leadership in interventions around child safety and child wellbeing, family violence and other complex individual/family needs

Facilitate group programs within the YPARC.

Knowledge of youth-specific issues including homelessness, AOD use, education/employment barriers.

Understanding developmental issues affecting young people and the transition to adulthood.

Work collaboratively with other relevant services (e.g., Education, Child Protection, drug and alcohol treatment services, Youth Justice, and other organisations) to provide integrated and consistent treatment and management.

Support young people to establish sustainable community connections and supports prior to discharge.

Advocate for young people's rights, preferences, and goals within the service system.

Support young people to access entitlements, services, and community resources.

Empower young people to develop self-advocacy skills and participate actively in their recovery.



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Contribute to the ongoing development and implementation of enhancements to the model of care for YPARC ensuring practice is in line with contemporary evidence based mental health models of care and current Victorian initiatives including the YPARC Statewide Service Framework.

There will be an expectation of a degree of flexibility in working hours.

Interpersonal Communication

Contribute to creating a team environment, which promotes a positive culture and the opportunity for learning and development.

Promote the safety and welfare of employees and fosters innovation in practice.

Communicate information and expectations in a way that builds effective and collaborative working relationships with others.

Effectively deal with challenging behaviours and the resolution of conflicts.

Maintains a professional demeanour and serves as a role model.

Education and Training

Provide education and secondary consultation to community organisations to increase understanding and early intervention for mental health concerns in young people and to support timelier referral to YPARC.

Provide information, consultation and training on the YPARC program and youth related mental health issues to youth services within the Austin YPARC catchment.

Actively participate in regular supervision (operational, professional, and clinical) and performance development and review processes.

Seek out and attend relevant professional development and training, ensuring up-to- date knowledge of best practice within the youth mental health setting.

Participate in both internal and external continuing education programs and demonstrate a commitment to improving professional performance and development to satisfy Continuing Professional Development requirements.

Information Management

Use information and communication systems appropriately that support the effective and efficient clinical and administrative operation of the position.

Participate in regular team meetings, case reviews, and clinical supervision.

Complete clinical and operational documentation, and data entry in a timely and efficient manner, in accordance with Austin Health standards of documentation and relevant professional/mental health sector statutory requirements.

Respect confidential information relating to patients and employees, policies, processes and dealings and not to make public statements relating to the affairs of Austin Health without prior authority of the Chief Executive Office.



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Contribute to the development and review of service policies, procedures, and programs.

Contribute to and assist with team, discipline and ICYMHS operational activities, portfolio activities, service planning, research, and evaluation activities with a view to achieve continuous improvement.

Comply with relevant professional and mental health sector legislative and statutory requirements.

Selection criteria

Essential skills and experience:

- A minimum of 2 years' experience in clinical practice within the mental health field, including with young people experiencing mental health disorders
- Demonstrated clinical skills, including the assessment and management of high-risk clinical situations
- Knowledge of mental health recovery principles and trauma-informed practice
- Ability to develop, implement and evaluate client-centred individual service plans, risk assessments and diagnostic formulations
- Knowledge of the mental health system of care in particular within a youth mental health context
- Ability to work independently and effectively within a multidisciplinary team, with evidence of sound conflict resolution skills
- Proven ability to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system
- Working knowledge of the common mental health and substance use issues faced by young people, and evidence-based treatments for major health issues.
- Sound knowledge of relevant legislation and practice frameworks, such as the Mental Health and Wellbeing Act 2022; the Child, Youth and Families Act 2005; the Privacy Act 1988; and the Drugs, Poisons and Controlled Substances Regulations 2017.
- Experience in providing high quality professional supervision and/or mentoring
- A commitment to Austin Health values
- A patient focused approach to care
- A positive approach to ongoing self-education and skill development
- A flexible, innovative team-oriented approach to service delivery
- Ability to work autonomously and within a multidisciplinary environment
- A positive approach to change and diversity

Desirable but not essential:

- Demonstrated cultural sensitivity when working with young people and families with diverse backgrounds.
- Have dual diagnosis competency or a willingness to undergo specialised training.
- Demonstrated commitment to evidence-based practice, research, and quality improvement activities in a work setting.



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Professional qualifications and registration requirements

- An approved tertiary qualification in Social Work (Bachelor of Social Work; Master of Social Work)
- Eligibility for membership with the Australian Association of Social Workers (AASW)
- A current, unrestricted Working with Children's Check.
- A current, unrestricted Driver's License.

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).
- 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



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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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