

Position Description

Senior Mental Health Clinician – Team Leader ICYMHS YPARC

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| Classification: | Clinical Psychologist - Grade 4; Allied Health Professional (Occupational Therapist, Social Worker or Speech Pathologist) – Chief Grade 3; Registered Psychiatric Nurse - Grade 4; (Limited over-award payment available for allied and nursing) |
| Business unit/department: | Infant Child and Youth Mental Health Service (ICYMHS) Mental Health Division (MHD) |
| 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"/> (off site) |
| Agreement: | Victorian Public Mental Health Services Enterprise Agreement 2020-2024 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025 Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026 |
| Employment type: | Full-Time |
| Hours per week: | 38 hours (with ADO) |
| Reports to: | Together with Centre Manager reports to ICYMHS Divisional Manager |
| Financial management: | Nil |
| Date: | June 2025 |

About YPARC – Youth Prevention and Recovery Centre

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. YPARC will offer young people a place to consolidate their community transition and recovery treatment plans.

The YPARC’s model of care has been drawn from the Victorian State Government Statewide Framework for YPARCs 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 Austin and MIND staff. 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.

The Senior Clinician /Team Leader will, alongside their clinical role, be responsible for the day-to-day clinical functioning and leadership of the team in partnership with the Consultant Psychiatrist, Program Manager and MIND leadership team. The role will include workload management, support of staff in clinical decision making, orientation and retention.

Together with the Centre Manager and the MIND team they will contribute to the development of clinical and operational systems within the team. The team leader will carry a reduced active clinical caseload.

The incumbent will contribute to the ongoing development and implementation of enhancements to the model of care for youth ensuring practice is in line with contemporary evidenced based mental health models of care and current Victorian initiatives including the Recovery Framework. There will be an expectation of a degree of flexibility in working hours.

About the Division

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.

The Mental Health Division incorporates three program areas:

- Adult and Older Mental Health Services
- Infant, Child and Youth Mental Health Services and,
- Mental Health Specialty Services.

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.

The Infant, Child & Youth Mental Health Service (ICYMHS) provides tertiary mental health services to the north-eastern catchment of Melbourne (currently the local government areas of Banyule, Boroondara, Darebin, Nillumbik, Whittlesea, and Yarra). Young people eligible for the service are predominantly aged 0-18 years with several teams expanding the age range for those aged up to 25 years. It is an exciting time for Austin as the ICYMHS directorate is expanding in response to the recommendations from the Victorian Royal Commission into Victoria's Mental Health Services (2021).

ICYMHS currently have two inpatient units (a child and an adolescent one), two residential programs- Boobop Narrkwarren Nagarra-jarra-noun, a Child and Family Centre together with a YPARC opening later in 2025.

There are three youth community teams, two child community teams and several specialist youth outreach teams. There are also several specialist roles such as Senior Clinician (Child Specialist), Carer and Consumer Consultants, Aboriginal Mental Health Liaison Officers and Community Engagement and Partnership Coordinators. There has been an expansion of the Lived Experience Workforce embedded with the ICYMHS directorate, with further positions as resources permit.

Particularly relevant to ICYMHS are the Under 18 Triage Team, Autism Spectrum Disorder Assessment Program, Consultation and Liaison team and the infant programs across the Adult Mental Health Directorate.



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Our community teams are based primarily at 2 Heidelberg locations (on the Austin Campus and in Burgundy Street Heidelberg) as well as a team co-located in Epping. It is anticipated there will be a number of teams located in the community in the future.

Position responsibilities

Role Specific:

- Display and enact a sophisticated practice in the principles of recovery-orientated, trauma-informed and collaborative practice with a strong expertise in engaging young people and their families within residential program at YPARC.
- The Team Leader will hold a reduced clinical case load as well as support team members with complex clinical issues and/or shared case management.
- The Team Leader will work collaboratively with all YPARC team - Austin ICYMHS and MIND to ensure the referral and psychosocial planning throughput is well managed and effective.
- Together with the MIND team leader the role is integral in developing and maintaining a positive team culture and environment with a capacity to support staff and service through changes.
- Together with the MIND team leader will hold the primary responsibility for management of all referrals - and management of the team systems to monitor fair caseload distribution.
- Together with leadership of both ICYMHS and MIND at YPARC, monitoring progress and discharge planning of residents, ensuring that alongside the psychosocial interventions, formulation, individualised service plans and treatment interventions are appropriate and implemented to a high standard of clinical care.
- Work collaboratively within the multidisciplinary team ensuring a strong mix of lived experience and indigenous workforce- inclusive of those cultural and gender diversity, and, empowering them in their role in the team and learning from them to improve the practices of self and others.
- In collaboration with the Program Manager maintain and develop resources; staffing and recruitment resource management for the service.
- The Team Leader will play an integral role in the review, evaluation, and quality improvement activities of the team and ensure that practice is trauma informed and evidence based.
- Support the Centre Manager to ensure that all staff have a minimum of one formal performance appraisal per year and have completed mandatory competencies and ATLAS training as required.
- Ensure the delivery of sensitive and effective practice to meet the needs of consumers, carers and staff.
- Maintain and promote effective communication, both written and verbal, to ensure information and documentation is accurate and meets required service standards.
- Utilise the resources of the organisation responsibly in a cost-effective manner.
- Support and review with the team the use best available evidence to improve current practice.



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Selection criteria

Essential skills and experience:

- A current Victorian Driver's License (without restrictions), and ability to drive a work vehicle.
- A current Working with Children's Check (without restrictions).
- Relevant, 5 minimum years of post-graduate experience in a tertiary mental health setting - specific to experience with young people, their families/carers and networks.
- Demonstrated commitment to care of young people and their families in the least restrictive and intrusive manner, respecting rights, privacy and dignity.
- Demonstrated commitment to working collaboratively with consumers and carers, to promote self-determination and progress toward personal recovery goals.
- Sound understanding of and ability to apply best evidence base for assessment and treatment.
- Well-developed interpersonal skills to effectively communicate with young people, families/carers.
- Demonstrated ability to develop effective relationships with colleagues, youth services both Austin and community based as well as other relevant external stakeholders.
- Thorough knowledge of the principles and practices of DHHS Recovery-Oriented Practice in Mental Health.
- Thorough knowledge of trauma informed care and therapeutic healing practices.
- Sound knowledge of The Victorian Mental Health and Wellbeing Act (2022) and other relevant legislation.
- Excellent organisational and time management skills.

Desirable but not essential:

- Demonstrated ability to provide leadership to a multidisciplinary team with willingness to further develop these skills.
- Group work experience very advantageous and capacity for flexible hours of work.
- Strong knowledge of the NGO sector and partnership work with services similar to MIND
- Evidence of on-going professional development.
- Demonstrated capacity to undertake/support research, publication and public presentation.

Professional qualifications and registration requirements

- Registration via the Australian Health Practitioner Regulation Agency (all disciplines except Social Work):
- Registration with the Nursing and Midwifery Board of Australia (NMBA) and approved post graduate qualifications in psychiatric nursing and/or relevant experience; or
- Registration with the Occupational Therapy Board of Australia and an approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.); or
- Registration as a psychologist under the Health Practitioner Regulation National Law Act (2009). Practice endorsement as a Clinical Psychologist with the Psychology Board of Australia,



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and a minimum 10 year post-graduate experience Recognised supervisor status with the Psychology Board of Australia.

- An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.

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 Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.



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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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