



Recruitment Information Package

Assisting you in your
application to join our
team

www.ireach.org.au

08 8531 1303

Our Vision.

"Healthy and resilient people and communities"

Our Values.

iinclusivity & diversity

Rrespect & compassion

Eempowerment

innovAtion

Cconnection

Hhope

Position Information

Position Title	Senior Mental Health Clinician
Working Location	headspace Mount Barker, South Australia
Classification	iREACH RURAL HEALTH EBA 2025 – HPSO 2
Job Status	0.8 – 1.0 FTE
Pay	\$53.66 - \$59.79/hour
Applications Closing Date	Friday, November 21 st at 5:00 PM

About Us

iREACH Rural Health is a values-driven, not-for-profit organisation dedicated to delivering innovative health services across regional South Australia. We are committed to improving the wellbeing of young people, families, and communities through trauma-informed, person-centred care.

We're looking for a passionate and experienced **Senior Mental Health Clinician** to support our clinical workforce at **headspace Mount Barker**.

To find out more about our organisation, please visit: www.ireach.org.au/About-Us

About headspace

headspace is the National Youth Mental Health Foundation, providing early intervention services to young people aged 12 to 25. Through a national network of centres across metropolitan, regional, and rural Australia, headspace offers support in four key areas: mental health, physical health (including sexual health), alcohol and other drug services and work and study support.

headspace is designed to make it as easy as possible for a young person and their family to access the help they need for issues affecting their wellbeing.

Research shows that 75% of mental health disorders emerge before the age of 25. By addressing these concerns early and providing holistic, youth-focused care, headspace helps reduce the likelihood of problems developing into more serious, long-term conditions.

Since its establishment in 2006, headspace has supported hundreds of thousands of young people and their families through direct clinical services, as well as through health promotion and community awareness initiatives.

The success of the headspace model has been recognised internationally, with similar approaches now being adopted in other countries. The Australian Government Department of Health funds the headspace National Youth Mental Health Foundation.

The Role of a Lead Agency

The **headspace Mount Barker** centre operates under the auspices of **iREACH Rural Health**, which serves as the **Lead Agency**. Our centre is also supported by a consortium of local partners who share the headspace vision and commitment to improving youth mental health.

Each headspace centre is led by a **Lead Agency** - a locally based organisation that coordinates the delivery of services on behalf of a regional partnership of providers. These include mental health, alcohol and other drug, primary care, and vocational support services.

The Lead Agency ensures that the headspace centre operates in alignment with the national model while responding effectively to the unique needs of the local community.

Why Join iREACH Rural Health?

At iREACH, we are driven by a clear vision for the future and guided by our core values, which shape the way we work, support our teams, and deliver services to the community. We are committed to creating a workplace where you feel valued, supported, and inspired to make a difference.

Employee Benefits Include:

- **Generous Salary Packaging:** Benefit from attractive salary packaging arrangements, and a meal and entertainment card (up to \$15,900 tax-free).
- **Competitive Remuneration:** Receive a salary that recognises your skills and experience.
- **Employee Assistance Program:** Support services are available for staff and their families.
- **Professional Development:** Opportunities for professional growth and clinical supervision.
- **Paid Parental Leave:** Available for eligible employees.
- **Flexible Work Options:** Flexibility to support work-life balance and family-friendly practices.
- **Annual Leave:** 5 weeks for full-time employees (pro-rata for part-time).
- **Personal Leave:** 10 days for full-time employees (pro-rata for part-time).
- **Wellness Leave:** 2 additional days each year, on top of other leave entitlements.

iREACH is proud to be an **equal opportunity employer**. We are committed to building a diverse workforce and strongly encourage applications from:

- Aboriginal and Torres Strait Islander peoples.
- LGBTIQ+ communities.
- People with disability.
- Individuals from culturally and linguistically diverse backgrounds.

How to Apply

To be considered for this position, applicants must address the Selection Criteria outlined in the Job Description. Applications that do not address the Selection Criteria will not be considered for an interview.

Please ensure your application includes:

1. **Cover Letter** – addressing all Selection Criteria.
2. **Current Resume** – including your qualifications and experience.
3. **Contact Details for Two Referees** – professional references preferred.

Submit your complete application via the relevant job advertisement on SEEK.

For further information about the role or application process, please contact:

Ingrid Puise

headspace Mount Barker Centre Manager

Phone: (08) 8398 4262

Email: ingridp@ireach.org.au

POSITION DESCRIPTION

headspace Senior Mental Health Clinician

CLASSIFICATION: iREACH RURAL HEALTH EBA 2025 – HPSO 2

(dependent on qualifications and experience - salary sacrifice arrangements are available)

AUTHORISED BY: Chief Executive Officer

UPDATED: October 2025

PART A – POSITION DETAILS

Position Purpose:	The Senior Mental Health Clinician facilitates excellence in health service delivery and clinical practice to achieve improved outcomes for headspace clients who are serviced at headspace Mount Barker. The position is responsible for providing evidence based therapeutic counselling to young people who present with mild to moderate concerns or have or are at risk of having a severe mental illness and with complex therapy needs. Direct delivery of mental health services is a primary component of this role. The goals of the Senior Mental Health Clinician position are to: • Improve access to mental health care for young people who are experiencing mild to moderate and/or complex mental health concerns and maximizing recovery; and • Provide direct therapeutic services to young people with mild to moderate and/or complex mental health needs and the families/carers involved in their care; • Provide guidance and clinical support as required to Level 1 Mental Health Clinicians.
Reports To:	headspace Mount Barker Clinical Team Leader.

PART B – KEY POSITION RESPONSIBILITIES

Key Result Areas	Accountabilities
Leadership	• In collaboration with the Clinical Team Leader provide leadership and guidance to headspace Mt Barker Mental Health Clinicians concerning clients receiving a Mental Health service. • Develops and maintains collaborative relationships with other clinical service providers. • Actively demonstrates knowledge, skills, attitudes and demonstrated behaviours that are positive towards young people and their mental health. • Supports the Clinical Team Leader in providing clinical supervision as directed and appropriate (dependant on the staff member's training and experience) to clinicians and students (if applicable) employed or placed within headspace programs.
Operations	Provide operational support to the clinical team by: • Supporting the Clinical Team Leader and Centre Manager in ensuring appropriate clinical service delivery is provided within an integrated service model.

	• Participating in the development and delivery of individual care planning, group work, and individual and family sessions as part of an individual caseload and as a consultant to other Mental Health Clinicians. • Actively, respectfully and supportively involves young people in their own care. • Providing service development and practice in line with evidence-based best practice guidelines for young people and their families with mental health needs. • Supporting referral and liaison with relevant service providers (e.g. psychiatric, psychological, medical, welfare and educational). • Maintaining appropriate case notes and client records. • Ensuring service provision to First Nations and CALD community members is culturally appropriate. • Contributing to and promoting professional education of Mental Health Clinicians. • Developing a collaborative approach with relevant agencies to ensure effective management of youth mental health conditions within the community. • Participating in effective data collection and client feedback processes to facilitate accurate reporting to funding bodies. • Supporting the team in managing client distress or changes in presentation. • Participating in regular clinical peer review meetings. • Co-facilitating and participating in clinical partnership arrangements with State mental health services as directed by the Clinical Team Leader.
Safety & Compliance	• Ensure the completion of appropriate training and relevant accreditation. • Participating in effectively checking (monitoring, observing, inspecting and auditing) to ensure that risk-based management systems and plans are in place and successfully implemented. • Acquire and keep up-to-date knowledge of work health and safety matters. • Be aware of the appropriate resources and processes that are available and utilised to enable hazards associated with the operation of the role are identified and risks eliminated or minimised. • Ensure that the appropriate process is followed for receiving and considering information regarding reported incidents/hazards and risks, and these are responded to in a timely way. • Support the external audit program to ensure ongoing compliance, ensuring the timely completion of any corrective action identified.
Industry/ Community Engagement	• Support active participation in local, state and national meetings and conferences and other relevant forums as directed by the headspace Clinical Team Leader.

PART C – POSITION REQUIREMENTS

Requirement	Accountabilities
Qualifications and Skills	Essential - Must have one of the following: - Mental Health Social Worker (must be registered with the AASW). - Psychologist (must be registered under the provisions of the Psychological Practices Act, 1973 and registered with AHPRA). - Registered Nurse (must have post-graduate tertiary mental health qualification and be registered with AHPRA). - Occupational Therapist (must have mental health credentialing and be registered with AHPRA). - Additional training in counselling, assessment and diagnosis, along with some form of psychotherapeutic framework (e.g., Cognitive Behaviour Therapy, DBT, Acceptance and Commitment Therapy) within the scope of professional discipline. - Knowledge of best practice for mental health service delivery.
Knowledge and Experience	Essential - Extensive post-graduate experience in providing mental health assessment and services, including psychoeducation and focused psychological strategies/interventions to young people experiencing mental health difficulties. - Proven track record providing best practice clinical care within the mental health field, including psychological and therapeutic treatments for people experiencing mental health conditions. - The ability and experience to conduct risk assessments, including suicide and violence risks, and develop action plans to mitigate these risks. - Experience working in a multidisciplinary team environment, coordinating client care. - Experience in the youth and/or mental health sector. - Demonstrated skills in staff supervision and proven ability to contribute to clinical leadership in a multidisciplinary team. Desirable - Experience in working with community members from diverse social, cultural and linguistic backgrounds. - Skills in working with families is highly valued for this position. - Experience in population/health data collection and analysis.
Personal Attributes	Essential - High levels of professionalism, confidentiality and discretion. - Positive, respectful and collaborative team player.

	• Adaptability and flexibility to changing work environments and requirements. • Highly self-motivated and dynamic personality with the ability to lead the development of youth mental health service delivery with a level of autonomy. • Proven skills in decision making, problem solving, time management and setting priorities to achieve program outcomes. Desirable • None Specified
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PART D – KEY PERFORMANCE INDICATORS

Indicator	Measure	Description
Service Delivery		
Caseload Management	• Average active caseload maintained within safe clinical capacity (e.g. 20–25 active clients FTE).	Ensures effective management of workload and service demand
Clinical Outcomes		
Client Progress	• ≥85% of clients show improvement in validated outcome measures (e.g. K10, SOFAS, MyLifeTracker).	• Demonstrates positive clinical outcomes and supports evidence-based practice.
Data Completion	• >90% of clients have baseline and review outcome measures recorded.	• Ensures data integrity and facilitates continuous quality improvement.
Collaboration and Integration		
Multidisciplinary Participation	• Participation in ≥85% of case review, care coordination, or clinical meetings.	• Strengthens collaboration and shared care across clinical teams.
Partner Engagement	• >80% positive feedback from partner agencies in annual stakeholder review or survey.	• Promotes effective communication and partnership with service providers.
Clinical Governance and Safety		
Documentation Compliance	• 100% of clinical documentation meets hMIF and internal audit standards.	• Ensures high standards of clinical governance and accountability.
Incident Response	• All incidents reviewed within 48 hours, with corrective actions completed within 30 days.	• Supports a culture of safety and continuous improvement.
Cultural Safety and Inclusion		
Cultural Competence	• ≥90% completion of cultural competency and safety training by clinical staff.	• Builds workforce capability in culturally safe practice.
Inclusive Care Planning	• Cultural safety considerations documented in ≥90% of care plans for First Nations and CALD young people.	• Promotes equitable, person-centred, and inclusive care delivery.
Specific performance levels should be agreed with the manager for each performance period.		

PART E – ORGANISATIONAL RESPONSIBILITIES

Key Result Areas	Accountabilities
Work Health & Safety	• Ensure, as far as reasonably practicable, that employees, visitors and contractors, whilst at an iREACH worksite, are safe from injury and risk to health • Abide by the organisation's WHS policies and direction as set out in the iREACH Operations Manual • Avoid adversely affecting the health or safety of any other person through any act or omission at work, and in particular, so far as is reasonable, shall: ○ Use any equipment provided for health or safety purposes. ○ Follow any reasonable instruction that the employer may give concerning health or safety at work. ○ Comply with the WHS policy in the workplace. ○ Ensure that they are not, by the consumption of alcohol or a drug, in such a state as to endanger their safety at work or the safety of any other person at work. • Responsible for protecting their own health and safety at work, as well as co-workers & clients.
Customer Service	• Maintain agreed customer service standards to both the external and internal customer base.
Child Protection	• Hold a current National Police Certificate in compliance with the South Australian Children and Young People (Safety) Act 2017. • Undertake the following Department of Human Services (DHS) screening check: Working with children check (WWCC). • Maintain a current Child Safe Environments training certificate or complete required training within 3 months of employment.
Compliance	• Support the aims and objectives of iREACH through understanding and upholding the iREACH Strategic Plan. • Understand and comply with all policies, procedures and any reasonable direction whilst demonstrating professional workplace behaviours in accordance with the iREACH Code of Conduct. • Display a commitment and passion for iREACH core values. • Support the aims and objectives of headspace National through understanding and upholding the requirements of the headspace Model of Integrity Framework (hMIF).
Legislative Requirements	• Professional Codes of Conduct and Ethics – complying and practicing within relevant Federal and State Legislation and the professions code of practices/ethics. • Equal Opportunities Legislation – promoting and ensuring implementation of policies, procedures, and the prevention of harassment, bullying and intimidation.
Delegated Authority	• Comply and refer to the Corporate Governance Policy: 'Delegation of Authority' and associated Schedule for the authority levels assigned to this role.

Personal Development	• Participate in an annual Performance Management and Development Review program.
Mobility	• Must hold a current SA driver's licence. • Able to use own vehicle for work purposes, for which reimbursement of costs at the current Modern Award Rates will be made. • Support Intrastate and interstate travel when required, which may involve overnight absences.