



## Recruitment Information Package

Assisting you in your  
application to join our  
team

[www.ireach.org.au](http://www.ireach.org.au)

(08) 8531 1303

### Our Vision.

“Healthy and resilient people and communities”

### Our Values.

i nclusivity & diversity

R espect & compassion

E mpowerment

i nnovA tion

C onnection

H ope

## Position Information

<b>Position Title</b>	Senior Mental Health Clinician
<b>Working Location</b>	headspace Murray Bridge, South Australia
<b>Classification</b>	iREACH RURAL HEALTH EBA 2025 – HPSO 2
<b>Job Status</b>	0.8 FTE
<b>Pay</b>	\$53.66 - \$59.79/hour
<b>Applications Closing Date</b>	Monday, 15 June 2026 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 Murray Bridge**.

Our company values are inclusivity and diversity, **R**espect and compassion, **E**mpowerment, innov**A**tion, **C**onnection and **H**ope. To find out more about our organisation, please visit: [www.ireach.org.au/About-Us](http://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.

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. headspace National Youth Mental Health Foundation is funded by the Australian Government Department of Health.

## The Role of a Lead Agency

The **headspace Murray Bridge** centre operates under the auspices of **iREACH Rural Health**, 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.

We maintain the discretion to extend an offer at any stage of the recruitment process. If you are interested in the position, submit your application as soon as possible!

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

**Rachel Faulkner**

headspace Murray Bridge Centre Manager

Phone: (08) 8531 2122

Email: [rachelf@ireach.org.au](mailto:rachelf@ireach.org.au)

POSITION DESCRIPTION	
<b>headspace Senior Mental Health Clinician</b>	
CLASSIFICATION: iREACH RURAL HEALTH EBA 2025 – HPSO 2 <i>(dependent on qualifications and experience - salary sacrifice arrangements are available)</i>	
AUTHORISED BY: Chief Executive Officer	UPDATED: May 2026

PART A – POSITION DETAILS	
<b>Position Purpose:</b>	<p>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. 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.</p> <p>The goals of the Senior Mental Health Clinician position are to:</p> <ul style="list-style-type: none"> <li>• Improve access to mental health care for young people who are experiencing mild to moderate and/or complex mental health concerns and maximise recovery; and</li> <li>• 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;</li> <li>• Provide guidance and clinical support as required to Mental Health Clinicians.</li> </ul>
<b>Reports To:</b>	headspace Murray Bridge Clinical Team Leader

PART B – KEY POSITION RESPONSIBILITIES	
Key Result Areas	Accountabilities
<b>Leadership &amp; Support</b>	<ul style="list-style-type: none"> <li>• In collaboration with the Clinical Team Leader provide support and guidance to headspace Mental Health Clinicians concerning clients receiving a Mental Health service.</li> <li>• Develop and maintain collaborative relationships with other clinical service providers.</li> <li>• Actively demonstrate knowledge, skills, attitudes and demonstrated behaviours that are positive towards young people and their mental health.</li> <li>• Support the Clinical Team Leader in providing clinical supervision and clinical consultation as directed and appropriate (dependent on the staff member's training and experience) to clinicians, contractors and students (if applicable) employed or placed within headspace programs.</li> </ul>
<b>Operations</b>	<p>Provide operational support to the clinical team by:</p> <ul style="list-style-type: none"> <li>• Support the Clinical Team Leader and Centre Manager in ensuring appropriate clinical service delivery is provided within an integrated service model.</li> </ul>

	<ul style="list-style-type: none"> <li>• Participate 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.</li> <li>• Actively, respectfully and supportively involve young people in their own care.</li> <li>• Practice in line with evidence-based good practice guidelines for young people and their families with mental health needs and contribute to service improvement.</li> <li>• Maintain appropriate client records, case notes and program data requirements.</li> <li>• Provision of inclusive practice to young people and family members from diverse backgrounds, including first nations young people, young people from CALD backgrounds and young people who identify as LGBTIQ+.</li> <li>• Complete professional development requirements to encourage growth and development and contribute to the growth of Mental Health Clinicians.</li> <li>• Participate in effective data collection and client feedback processes to facilitate accurate reporting to funding bodies.</li> <li>• Support the team in managing client distress or changes in presentation through following clinical escalation processes.</li> <li>• Participate in regular clinical peer review meetings and secondary consultations.</li> <li>• Support referral and liaison with relevant service providers (e.g. psychiatric, psychological, medical, community services and educational).</li> <li>• Develop a collaborative approach with relevant agencies to ensure effective management of youth mental health conditions within the community.</li> <li>• Co-facilitate and participate in clinical partnership arrangements with State mental health services as directed by the Clinical Team Leader.</li> </ul>
<p><b>Safety &amp; Compliance</b></p>	<ul style="list-style-type: none"> <li>• Ensure the completion of appropriate training and relevant accreditation.</li> <li>• Participate in effectively checking (monitoring, observing, inspecting and auditing) to ensure that risk-based management systems and plans are in place and successfully implemented.</li> <li>• Acquire and keep up-to-date knowledge of work health and safety matters.</li> <li>• 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.</li> <li>• 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.</li> <li>• Support the external audit program to ensure ongoing compliance, ensuring the timely completion of any corrective action identified.</li> </ul>
<p><b>Industry/ Community Engagement</b></p>	<ul style="list-style-type: none"> <li>• Support active participation in local, state and national meetings and conferences and other relevant forums as directed by the headspace Clinical Team Leader.</li> <li>• Support community engagement in awareness raising activities and mental health presentations to stakeholders, as negotiated with the Clinical Team Leader.</li> </ul>

PART C – POSITION REQUIREMENTS	
Requirement	Accountabilities
<b>Qualifications and Skills</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Must have one of the following:                             <ul style="list-style-type: none"> <li>○ Mental Health Social Worker (must be registered with the AASW).</li> <li>○ Psychologist (must be registered under the provisions of the Psychological Practices Act, 1973 and registered with AHPRA).</li> <li>○ Registered Nurse (must have post-graduate tertiary mental health qualification and be registered with AHPRA).</li> <li>○ Occupational Therapist (must have mental health credentialing and be registered with APHRA).</li> </ul> </li> <li>• 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.</li> <li>• Knowledge of evidence-based practice for mental health service delivery.</li> </ul>
<b>Knowledge and Experience</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Proven track record providing best practice clinical care within the mental health field, including psychological and therapeutic treatments for people experiencing mental health conditions.</li> <li>• The ability and experience to conduct risk assessments, including suicide and violence risks, and develop action plans to mitigate these risks.</li> <li>• Experience in providing inclusive practice to diverse groups of people ie cultural and linguistic backgrounds, sexuality diverse, gender diverse and disabilities.</li> <li>• Skills in working with families and providing family inclusive practice.</li> <li>• Experience in the youth and/or mental health sector.</li> <li>• Experience working in a multidisciplinary team environment, coordinating client care.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Experience in population/health data collection and analysis.</li> <li>• Demonstrated skills in staff supervision and proven ability to contribute to clinical leadership in a multidisciplinary team.</li> </ul>
<b>Personal Attributes</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• High levels of professionalism, confidentiality and discretion.</li> </ul>

	<ul style="list-style-type: none"> <li>• Positive, respectful and collaborative team player.</li> <li>• Adaptability and flexibility to changing work environments and requirements.</li> <li>• Highly self-motivated and dynamic personality with the ability to lead the development of youth mental health service delivery with a level of autonomy.</li> <li>• Proven skills in decision making, problem solving, time management and setting priorities to achieve program outcomes.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• None Specified</li> </ul>
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## PART D – KEY PERFORMANCE INDICATORS

Indicator	KPI	Description/Measurement
<b>Service Delivery</b>		
<b>Caseload Management</b>	<ul style="list-style-type: none"> <li>• Average active caseload maintained within safe clinical capacity (e.g. 20–25 active clients FTE).</li> </ul>	<ul style="list-style-type: none"> <li>• Ensures effective management of workload and service demand</li> <li>• Measurement: caseload reviews/ MMEx</li> </ul>
<b>Clinical Outcomes</b>		
<b>Client Progress</b>	<ul style="list-style-type: none"> <li>• &gt;75% of clients show improvement in validated outcome measures (e.g. K10, SOFAS, MyLifeTracker)</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates positive clinical outcomes and supports evidence-based practice.</li> </ul>
<b>Client Satisfaction</b>	<ul style="list-style-type: none"> <li>• &gt;80% of clients are satisfied with the service they receive</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates positive client experience with support received.</li> </ul>
<b>Data Completion</b>	<ul style="list-style-type: none"> <li>• &gt;90% of clients have baseline and review outcome measures recorded</li> </ul>	<ul style="list-style-type: none"> <li>• Ensures data completion and tracks client progress.</li> </ul>
<b>Collaboration and Integration</b>		
<b>Multidisciplinary Team Collaboration</b>	<ul style="list-style-type: none"> <li>• Participation in &gt;85% of clinical review and caseload review meetings.</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthens collaboration and shared care across the multidisciplinary team.</li> </ul>
<b>Partnership Engagement</b>	<ul style="list-style-type: none"> <li>• &gt;80% positive feedback from partner agencies in stakeholder review or survey.</li> </ul>	<ul style="list-style-type: none"> <li>• Promotes effective communication and partnership with service providers.</li> </ul>
<b>Clinical Governance &amp; Safety</b>		
<b>Documentation Compliance</b>	<ul style="list-style-type: none"> <li>• &gt;90% of clinical documentation meets hMIF and internal audit standards</li> </ul>	<ul style="list-style-type: none"> <li>• Ensures high standards of clinical governance and accountability.</li> <li>• Measurement: Clinical staff members to have clinical audits completed every 12 months, prior to annual review</li> </ul>
<b>Incident Response</b>	<ul style="list-style-type: none"> <li>• All incidents reported within 48 hours, with corrective actions completed within 30 days.</li> </ul>	<ul style="list-style-type: none"> <li>• Supports a culture of safety and continuous improvement.</li> <li>• Measurement: Completion of Incident Report and Line Management</li> </ul>
<b>Cultural Safety &amp; Inclusion</b>		
<b>Cultural Competence</b>	<ul style="list-style-type: none"> <li>• 100% completion of cultural competency training</li> </ul>	<ul style="list-style-type: none"> <li>• Builds workforce capability in culturally safe practice.</li> </ul>

<b>Inclusive Care Planning</b>	<ul style="list-style-type: none"> <li>• Cultural safety considerations documented in 90% of care plans with people from different cultures, i.e. First Nations and CALD</li> </ul>	<ul style="list-style-type: none"> <li>• Promotes equitable, person-centred, and inclusive care delivery.</li> </ul>
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Specific performance levels should be agreed with the manager for each performance period.

## PART E – ORGANISATIONAL RESPONSIBILITIES

Key Result Areas	Accountabilities
<b>Work Health &amp; Safety</b>	<ul style="list-style-type: none"> <li>• Ensure, as far as reasonably practicable, that employees, visitors and contractors are safe from injury and risk to health while at an iREACH worksite.</li> <li>• Comply with organisational WHS policies and procedures.</li> <li>• Identify and report hazards, risks and incidents.</li> <li>• Follow reasonable directions relating to workplace safety.</li> </ul>
<b>Customer Service</b>	<ul style="list-style-type: none"> <li>• Maintain professional and responsive customer service standards for both internal and external stakeholders.</li> </ul>
<b>Child Protection</b>	<ul style="list-style-type: none"> <li>• Hold a current National Police Certificate in compliance with the South Australian Children and Young People (Safety) Act 2017.</li> <li>• Maintain a valid Working with Children Check (WWCC).</li> <li>• Maintain current Child Safe Environments training.</li> </ul>
<b>Compliance</b>	<ul style="list-style-type: none"> <li>• Support the aims and objectives of iREACH and headspace through adherence to policies, procedures and professional conduct standards.</li> <li>• Comply with the headspace Model Integrity Framework (hMIF).</li> </ul>
<b>Legislative Requirements</b>	<ul style="list-style-type: none"> <li>• Practice within relevant legislation, professional codes of conduct and organisational governance frameworks.</li> <li>• Promote equal opportunity and prevent harassment, bullying and discrimination.</li> </ul>
<b>Delegated Authority</b>	<ul style="list-style-type: none"> <li>• Comply and refer to the Corporate Governance Policy: Delegation of Authority and associated Schedule for the authority levels assigned to this role.</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>• Participate in annual performance review and professional development.</li> </ul>
<b>Mobility</b>	<ul style="list-style-type: none"> <li>• Must hold a current South Australian Driver’s Licence.</li> <li>• Use own vehicle for work purposes where required, for which reimbursement of costs at the current Modern Award Rates will be made.</li> <li>• Support intrastate and interstate travel when required, which may involve overnight absences.</li> </ul>