Position Description

Mental Health Clinician

**Location**  
headspace Swan Hill

**Classification**  
Clinical Grade 2  
(LMMML Enterprise Bargaining Agreement 2013)

**Salary**  
$61,236 - 76,076 per annum + salary packaging.  
[Click here](#) to watch a video on salary packaging.

**Hours**  
Full time, 38 hours per week (1.0 FTE)

**Term**  
Ongoing (tied to national funding)

**Direct Employer**  
Murray PHN

**POSITION SUMMARY**

The primary role of the Mental Health Clinician is to work within a multidisciplinary team providing early intervention support to young people aged 12-25 years.

This position will deliver evidence-based short-term psychological interventions to young people with mild to moderate mental health issues. These services will be guided by the clinical staging model for early intervention youth mental health services. This will include undertaking mental health assessments and developing care plans in conjunction with the young person and identified family, friends and other professionals.

This work will be supported by a suite of headspace services which may include intake and access support, care coordination, general practitioner, and telehealth psychiatry. The Mental Health Clinician will champion collaboration with other staff and agencies to ensure a holistic approach to the young person’s care. The Mental Health Clinician will ensure that young people have pathways to education and economic participation and have access to a range of services relevant to their health, housing, and developmental needs.

The Mental Health Clinician will work closely with the Intake and Access Workers, Senior Clinician, headspace Manager and other staff to establish an organisational culture that is responsive and focused on positive outcomes for young people. The role will include other duties including care coordination support to young people, facilitation of groups, intake, and community engagement work. This position will also have a role in ongoing service development.

The Mental Health Clinician must be available to work 10am-6pm Monday to Friday.
To find out more about headspace and Murray PHN visit headspace.org.au, headspacestory.org.au, and murrayphn.org.au

KEY RESPONSIBILITIES

Collaborative Mental Health Services

- Provide short-term evidence-based psychological interventions to young people with mild to moderate mental health issues. Interventions will include identified family, friends, and workers as directed by the young person and best-practice principles.
- Undertake headspace psychosocial assessments.
- Develop, review, and close care plans in partnership with young people, their family and friends.
- Assess, monitor, and manage clinical risk in consultation with the headspace Senior Clinician.
- Deliver individual, group, and family therapy.
- Provide care coordination support to a caseload of young people.
- Work in the intake role, responding to service enquiries, screening new referrals, and booking in intake appointments.
- Develop young people’s knowledge of relevant services and enable seamless access to them.
- Collaborate with the multidisciplinary team, partner organisations, and stakeholders to provide the highest possible outcomes for young people.
- Participate in regular headspace meetings and clinical and line supervision.
- Identify and drive quality and service improvement activities.
- Develop clinical practice knowledge and expertise through active learning within the team.
- Engage in professional and service development activities.
- Maintain clinical files, records, and minimum data set requirements to facilitate good clinical management and accountability.

Community Engagement

- Work as a part of the headspace team to represent and promote headspace at community awareness events.

General

- Build and maintain effective relationships with key stakeholders involved in the provision of health, mental health, and psychosocial services to young people to enable integrated service delivery.
- Participate in relevant training and development activities as an effective team member.
- Other duties consistent with the position where required and/or requested by management from time to time.
RELATIONSHIPS

The position holder will be required to develop and maintain positive and effective working relationships with a broad range of people and organisations. They must positively represent headspace to the public, community, government and other organisations.

| Reports To | headspace Swan Hill Senior Clinician |
| Internal Relationships | **headspace** Swan Hill staff |
| | Murray PHN staff |
| | Youth advisers/reference group members |
| External Relationships | Young people and their family and friends that access the centre |
| | Local youth, health, and community service providers and staff |
| | Consortium partner organisations and staff |
| | **headspace** National Office staff |
| | Staff from other **headspace** centres |

SELECTION CRITERIA


Qualifications and Registrations

**Essential**
- Bachelor qualification in Social Work, Psychology, Registered Nursing or Occupational Therapy.

**Preferred Experience**
- Working with young people aged 12-25 and/or the mental health sector.
- Conducting care planning and delivering evidence-based psychological interventions.

**Knowledge and Skills (Some at Level B and most at Level C)**

**Essential**
- Interpersonal Skills - Detects the underlying concerns, interests or emotions that influence what is said or being done. Presents as genuine and sincere when dealing with others. Projects an objective view of another’s position and gets the best outcomes for individuals and organisations.
- Service Excellence - Uses understanding of the young person or stakeholder’s context to tailor services and ensure a high quality response. Looks beyond the obvious to provide outstanding levels of service.
- Problem Solving - Seeks all relevant information for problem solving. Analyses issues from different perspectives and drawing sound inferences from the available information. Identifies, proposes, and implements workable solutions to problems.
• Verbal Communication - Clearly understand the target audience and the purposes of communication. Uses feedback to refine communication and ensure it is understood. Handles difficult and sensitive communications.

Personal Attributes

• Teamwork - Co-operates and works well with others in the pursuit of team goals. Collaborates and shares information, showing consideration, concern, and respect for others. Accommodates and works well with the different working styles of others and encourages resolution of conflict within the group.
• Customer Focus - Listens to clients and actively seeks to meet their needs. Seeks ways to improve services. Committed to delivering high quality outcomes for clients.

WORKPLACE POLICIES AND PRACTICES

All headspace Swan Hill employees are required to familiarise themselves with the organisation’s policies and procedures and to abide by them at all times - including the Code of Conduct and instrument of delegation.

It is expected that at all times employees will:

• Be respectful towards the organisation, colleagues, clients and the general public.
• Support the headspace vision and objectives and demonstrate the values of headspace.
• Work in a safe manner, adhering to all work health and safety (WH&S) requirements and report all hazards and incidents through the organisation’s WH&S processes.
• Actively participate in headspace and Murray PHN committees and working groups.

The position holder must also:

• Maintain a current Working With Children Check and National Police Check**.
• Maintain a current driver’s license and have access to their own vehicle**.
• Maintain eligibility to work in Australia**.
• Participate in a 6 month probationary period and participate in annual individual work plan reviews.

** Evidence must be provided prior to commencing appointment.
Murray PHN spans the northern region of Victoria. The estimated resident population is 565,000 people. There are 31 Primary Health Networks (PHNs) across Australia who work with the acute health care sector and other health service providers and communities to:

- To increase the efficiency and effectiveness of health services for patients, particularly those at risk of poor health outcomes, and
- To improve the coordination of care to ensure patients receive the right care in the right place at the right time.

Primary Health Networks are not-for-profit organisations funded predominantly by the Commonwealth Government.

Murray PHN was appointed as the lead agency for headspace Swan Hill in May 2015. headspace Swan Hill is a new service that will open in 2016.

**Further enquiries**

To find out more about this position, please direct your enquiries to Ian Johansen, headspace Swan Hill Manager on 0448 391 213 or ijohansen@murrayphn.org.au.

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**Approved By**

Ian Johansen | headspace Swan Hill Manager

**Date Approved**

November 2015