

Position Description

Position Title	Mental Health Social Work Graduate
Classification & Salary Range	Grade 2 Social Worker Mental Health and Wellbeing
Agreement Name	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Position Reports To	Operationally: Unit Manager/Team Leader for rotation setting Professionally: Social Work Clinical Lead–Adult and Aged and/or Infant, Child and Youth Mental Health Service (ICYMHS)
Last Updated	October 2026

Position Purpose

These positions are specifically designed to support newly graduated social workers to successfully transition to practice in mental health. The positions are supported by an established early career program with a strong focus on growth learning, reflective practice, supervision and self-care. The positions are embedded in clinical settings, working alongside a more senior social worker, to enable learning and development in real-life practice related content in a positive and supported environment.

Graduates will be provided with rotations across two diverse settings in the mental health program. These rotations facilitate the graduate to develop the skills, knowledge and attributes required to provide recovery-focused mental health care for consumers, and their families, carers and supporters.

Extensive learning and development opportunities are provided across the program by both discipline specific Social Work Educators, and the wider Multidisciplinary Allied Health Mental Health Education Team, including professional development sessions and an individualised learning plan designed to work towards meeting targeted competencies for Social Workers working in the mental health & wellbeing program.

Major Duties and Responsibilities

Health care excellence

- Skilfully engage consumers, carers, families and supporters in evidence-based psycho-social assessments and interventions to promote recovery.
- Plan, implement and evaluate social work individual and group based social work interventions.
- Compile and document social work reports for specific purposes/audiences including National Disability Insurance Scheme (NDIS), Access requests or NDIS plan reviews.

- Work collaboratively with consumers, carers, families and supporters in the development and implementation of individualized recovery plans designed to promote, foster and sustain personal recovery.
- Provide effective evidence-based interventions for consumers with mental health and co-occurring mental health and substance use conditions, forensic histories and/or other complexities.
- Undertake comprehensive mental state evaluations and risk assessments to inform planning and safe practice
- Contribute social work expertise to the team clinical reviews, meetings, handovers and case conferences.
- Provide social work consultation and support to other services, teams and agencies as required to promote appropriate service delivery and care.
- Engage with and support community services and resources to facilitate effective community integration and referral.
- Demonstration of relevant family violence practice according to allocated responsibility level in the mental health program workforce mapping tool. This aligns with the Multi-Agency Risk assessment and Management (MARAM) Framework, the Family Violence Information Sharing Scheme (FVIS) and Child Information Sharing Scheme (CISS) legislative requirements and related Eastern Health guidelines.

Leading in Learning

- Actively participate in the Allied Health Mental Health Transition to Practice Program. This includes developing a comprehensive individual learning plan and actively working towards meeting the expected mental health graduate competencies.
- Actively participate in supervised and reflective practice, lifelong learning and further development. This includes active participation in all graduate professional development sessions and individual and group supervision
- Engage in a broad range of professional development activities to ensure up to date skills and knowledge of contemporary recovery focused interventions in mental health
- Ensure adherence with all registration standards applicable for membership of the Australian Association of Social Work (AASW).

Leading in Research and Innovation

- Contribute to the development of appropriate structures, policies and procedures for effective multidisciplinary team functioning in line with government policy, legislation and Eastern Health's standards.
- Contribute to service improvement through involvement in continuous quality improvement activities, research and professional education activities as appropriate.



Key Selection Criteria

Essential

The successful applicant will have the following qualifications:

- Hold a degree qualification in social work that has been approved by the Australian Association of Social Workers (AASW) for practising membership as a social worker.
- Be eligible for membership of the AASW.
- Maintain compliance with the AASW Continuing Professional Development Policy

Experience, knowledge & skills

- Relevant theoretical knowledge, experience and skills in the provision of evidence- based psycho-social assessment and interventions in a mental health setting.
- Understanding of relevant and current social work theory.
- Understanding of, and willingness to learn and deliver, recovery oriented mental health practice.
- Ability to skilfully engage consumers, families, carers and supporters in the development and implementation of individualised plans designed to promote, foster and sustain personal recovery.
- A commitment to working with consumers, families, carers and supporters from a wide range of cultural and social backgrounds and to providing services that are family and gender sensitive.
- Developing knowledge of the mental health sector, including roles and workings of mental health teams and relevant community resources and services to support people with mental illness.
- Willingness to work in partnership with Mental Health Community Support (MHCS) services, and other relevant service sectors, that promotes a spirit of cooperation and collaboration, and respect for each other's philosophy, priorities, knowledge, skills and experience.
- Demonstrated willingness to learn about the Mental Health Act and other relevant legislation, policies, plans, and strategic directions of public mental health services.
- Ability and commitment to work collaboratively with consumers, carers, supporters the multidisciplinary team including the lived experience workforce and external agencies.
- Commitment to supervision and reflective practice, lifelong learning and further development.
- Interest in working within a multi-disciplinary team of allied health professionals and medical staff.
- Computer literacy and embracing of health technologies and informatics.
- High level of self-awareness and emotional intelligence.
- Demonstrated high level interpersonal skills with consumers, their families and all health care professionals including effective conflict resolution and negotiation.
- Hold a current Victorian driver's licence and Working with Children Check valid for employment purposes.

Desirable

- Student placement and/or work experience in a mental health setting. (Or awareness of key issues with mental health presentations and interest in learning about the clinical mental health and wellbeing sector within a complex health care system such as Eastern Health)



Eastern Health's Promise

Our promise to our communities, patients, consumers and staff is that we will be HEALTHIER TOGETHER. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future. Read more about Eastern Health's strategic goals [here](#).

Our Commitment to Diversity, Equity and Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and Torres Strait Islander people, people from the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background are strongly encouraged to apply.

For more information, please click [here](#).

Aboriginal and Torres Strait Islander Candidates

Eastern Health's First Nations Employment Plan 2026 – 2028 was released in July 2026. With a strong focus on cultural safety and belonging, actions included in the Employment Plan provide practical support for all Aboriginal and Torres Strait Islander people.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways. For support, please contact our Aboriginal Employment Coordinator, Aboriginal.Workforce@easternhealth.org.au

Important Information

All new and existing employees are committed to the following to uphold Eastern Health's Promise and Values:

- Uphold confidentiality as per the Privacy Act 2000 and the Health Records Act 2001
- Comply with Eastern Health code of conduct and Policy and Procedures
- Comply with Eastern Health performance standards and industry professional standards
- Participate in continuous monitoring and improvement
- Comply with legislation and accreditation standards
- Ensure service and care are consistent with the Eastern Health approach to patient and family centred care



- Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. For more information, please click [here](#).

Occupational Health and Safety, Quality and Improvement

Eastern Health is committed to providing and maintaining a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, particularly those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

Eastern Health employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position.

For more information about Quality and Safety please click [here](#) and for Staff Wellbeing please click [here](#).

Final Note

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against influenza prior to commencing employment.



Application Support

If you need support or adjustments during the application or recruitment process, please contact the hiring manager or our Talent Acquisition team on (03) 9955 7555 (option 1). For current employees please select option 2.

Candidate Statement

I _____ have read, understood and accepted the above position description and associated attachments.

Signed: _____

Date: _____

