

Position Description

Position Title:	Senior Clinical Psychologist
Classification & Salary Range:	Grade 4
Agreement Name:	Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021 – 2025.
Position Reports to:	Operationally: Service Manager Professionally: Director of Psychology (or delegate)
Last updated:	05/10/2026

Position Purpose

The Senior Clinical Psychologist (Grade 4) provides expert psychological assessment, consultation and treatment for clients with complex presentations. The role also provides professional leadership through clinical supervision, mentoring, service development, quality improvement, research and education, strengthening capability across the service.

Key Duties and Responsibilities

Professional Leadership and Service Development

- Contribute to the development, implementation and evaluation of the Clinical Psychology service.
- Provide expert clinical psychology leadership for consumers with co-occurring mental health concerns, cognitive difficulties, alcohol or other substance use problems, and forensic histories.
- Contribute specialist expertise to clinical reviews, handovers and case conferences.
- Build constructive relationships across the service, health sector and community to support coordinated service delivery and consumer care.

Service Management

- Contribute to the development of service programs by actively applying continuous quality improvement principles.
- In consultation with the manager, ensure the efficient and effective use of resources and establish priorities so that clients with the highest needs receive priority access to Clinical Psychology services.
- Provide leadership to specialist program areas by assessing current and anticipated future needs and identifying opportunities for service improvement.

- Promote appropriate standards of professional Clinical Psychology practice within the team and department through high-quality professional supervision, professional development, monitoring and continuous quality improvement processes.
- Contribute to and participate in professional development programs.
- Maintain accurate and accountable documentation in accordance with service requirements.

Clinical Practice and Consultation

- Provide expert psychological assessment, formulation, treatment and consultation for clients with complex presentations.
- Provide secondary consultation to staff and external agencies regarding complex clinical issues and psychological presentations.
- Develop and implement evidence-informed interventions and recommendations in partnership with clients, carers and the multidisciplinary team.
- Provide information, support and psychological education to clients, families, carers, professionals and agencies.

Education and Professional Development

- Contribute to education programs for psychologists and other professional disciplines.
- Participate in individual and group supervision.
- Lead or participate in relevant clinical research, as appropriate.
- Maintain and update professional expertise in Clinical Psychology.
- Prioritise attendance at relevant psychology meetings.
- Demonstrate initiative and personal responsibility for ongoing professional development.

Supervision, Capability and Professional Practice

- Provide professional supervision and mentoring to junior psychologists, postgraduate students and other team members, as appropriate.
- Model high standards of professional conduct, accountability, punctuality and presentation.
- Work autonomously, exercise sound professional judgement and take responsibility for the quality and impact of practice.
- Seek and respond constructively to feedback on professional performance.
- Demonstrate effective organisation, prioritisation and time management across competing demands.

Quality and Organisational Expectations

- Demonstrate a high-level understanding of quality improvement principles and practice.
- Provide leadership in the development, implementation and evaluation of clinical programs.



- Actively contribute to the development and review of service policies.
- Actively contribute to the review and updating of the Turning Point Addiction Medicine Unit (TPAMU) group program.
- Provide regular feedback to the clinical team regarding policy and committee involvement.
- Complete all required administrative and statistical tasks within established guidelines.
- Complete all documentation in accordance with legislative and service requirements.
- Manage time effectively and prioritise competing demands to ensure the timely completion of clinical work.
- Demonstrate punctuality and consistently meet agreed timeframes.

Governance, Safety and Compliance

- Comply with Eastern Health and departmental policies, procedures and performance review requirements.
- Demonstrate family violence practice consistent with the responsibility level allocated in the Statewide Service program workforce mapping tool and the Multi-Agency Risk Assessment and Management Framework.

Key Selection Criteria

Qualifications

- A Master's or doctoral qualification in Clinical Psychology.
- Current general registration with the Psychology Board of Australia.
- Endorsement as a Clinical Psychologist with the Psychology Board of Australia.
- Board-approved supervisor status recognised by the Australian Health Practitioner Regulation Agency (AHPRA).
- Eligibility for membership of the College of Clinical Psychologists of the Australian Psychological Society.

Essential Selection criteria:

- Demonstrated ability to conduct comprehensive psychological assessments and formulate and implement appropriate evidence-based interventions consistent with best practice in Clinical Psychology.
- A minimum of 10 years' clinical experience following qualification and general registration as a psychologist.



- Demonstrated experience working in alcohol and other drugs (AOD) services.
- Proven ability and commitment to work collaboratively with consumers, significant carers, multidisciplinary team members and external agencies.
- Highly developed written, verbal and information technology skills.
- Demonstrated capacity to work effectively within a multidisciplinary team.
- Strong organisational and time-management skills.
- Demonstrated commitment to maintaining current clinical and management knowledge through regular attendance at conferences, workshops and other professional development activities.
- Demonstrated commitment to reflective practice.
- A current Victorian driver licence.

Desirable Selection criteria:

- Relevant postgraduate qualifications.
- Demonstrated contribution to the profession through conference presentations and/or publications.

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 & 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/or Torres Strait Islander peoples, 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 Aboriginal Workforce Plan 2026 - 2028 was released in July 2026. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

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 employees are expected to meet the following requirements in support of Eastern Health's Promise and Values:

- Maintain confidentiality in accordance with the Privacy Act 2000 and the Health Records Act 2001.
- Comply with the Eastern Health Code of Conduct, policies and procedures.
- Meet Eastern Health performance standards and relevant professional standards.
- Participate in continuous monitoring and improvement activities.
- Comply with applicable legislation and accreditation standards.
- Deliver services and care in accordance with Eastern Health's approach to patient- and family-centred care.
- Support Eastern Health's commitment to child safety, including the wellbeing and cultural safety of Aboriginal children, children with disability and all children in their diversity. More information is available [here](#).

Occupational Health and Safety, Quality and Improvement

Eastern Health is committed to providing and maintaining a safe working environment. Employees must take reasonable care of their own health and safety and that of others who may be affected by their actions or omissions. They must understand and meet their responsibilities under occupational health and safety legislation and Eastern Health policies, and report all clinical and OHS incidents and near misses, particularly those involving occupational violence, manual handling, slips, trips and falls.

Employees must also comply with all relevant Victorian legislative requirements, including the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation 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](#) or 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.



Appointment to this position is subject to a satisfactory National Police Check, compliance with mandatory vaccination requirements, including annual influenza vaccination, and evidence of immunity to vaccine-preventable diseases where required.

Application Support

If you require supports or adjustments with submitting your application or throughout the recruitment process, you are welcome to contact the hiring manager or the 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: _____

