Position Description

Position Title:	Senior Clinician- Intensive Mobile Treatment Team Infant, Child and Youth Mental Health Service (ICYMHS)
Classification & Salary Range:	Grade 4 Occupational Therapist/Social Worker/ Grade 4 Mental Health Nurse Grade 3 Clinical Psychologist
Agreement Name:	Victorian Public Mental Health Services Enterprise Agreement 2025 – 2028 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021-2025
Position Reports to:	Line Report –Team Leader Intensive Mobile Treatment Team Professional report- ICYMHS Clinical Lead Allied Health (dependent upon discipline) or MHWP Director of Nursing
Last updated:	2026

Position purpose

Eastern Health's Mental Health and Wellbeing Program provides Tertiary mental health across the Eastern Metropolitan Region of Melbourne with two age-based streams – Infant, Child and Youth & Adult and Older Persons. Fundamental to the Mental Health and Wellbeing Program are the principles of recovery oriented mental health practice.

The Infant, Child and Youth Mental Health Service (ICYMHS), part of the Mental Health and Wellbeing Program at Eastern Health, provides a comprehensive range of inpatient and community based multidisciplinary teams for infants, children and young people up to the age of 25 years and experiencing significant mental health or emotional, behavioural and/or developmental challenges, and their families.

The ICYMHS Intensive Mobile Treatment Team is a multi-disciplinary, specialist team providing high quality mental health assessment, case management, clinical treatment and interventions to young people aged 12 to 25 years and their families and care systems, presenting with severe and complex mental health concerns.

Major duties and/or responsibilities

The Senior Mental Health Clinician is a key leadership role within the multidisciplinary Intensive Mobile Treatment Team, which is part of the Eastern Health, Mental Health and Wellbeing Program - Infant, Child and Youth (ICYMHS). As a Senior Clinician, the incumbent will have considerable experience in the delivery of clinical mental health services and will manage

an allocated case load, providing high quality mental health assessment, case management and clinical treatment and interventions for children, young people and their families presenting with severe and complex mental health concerns. Additionally, the position will undertake discipline specific specialist assessments and interventions with clients referred by members of the multidisciplinary team, where required.

As a senior clinician within the team, the incumbent will work to support the Team Leader and Team Consultant in provision of consistent and effective clinical and operational leadership within the multidisciplinary team. This will include supporting the ongoing strategic development and implementation of enhancements to the model of care for children, youth and families, ensuring practice is in line with contemporary, evidenced based mental health models of care and current Victorian State Government initiatives, including the Recovery Oriented Framework and implementation of the recommendations of the Royal Commission into Mental Health Services.

The incumbent will actively support the maintenance of a positive culture within IMTT and broader ICYMHS service.

Additionally, the provide discipline specific supervision to other ICYMHS clinicians, as allocated by the relevant discipline clinical lead ICYMHS/Director of Nursing MHWP. The role will also provide supervision and support to students, as directed by the Team Leader and relevant ICYMHS Clinical Lead/Director of Nursing MHWP.

As a Senior Clinician, the incumbent will have a commitment to ongoing professional development and supervision. The Senior Clinician/Case Manager will report directly to the IMTT Team Leader, who in turn reports to the Clinical Director for clinical governance and to the ICYMHS Community Manager for operational management and financial governance. The position will be part of a high quality service that is responsive to the needs of clients within the team and is supported by clinical, operational and discipline specific supervision, ongoing professional development and active participation in team and service planning and development.

The position whilst located at the Intensive Mobile Treatment Team, may require the provision of services to other teams and programs within EH ICYMHS.

ICYMHS is committed to providing a clinical service that is accessible to all young people and families and there may be opportunity to provide an afterhours clinic or groups.

The Senior Clinician will be responsible for providing the following:

- Provide comprehensive bio psychosocial assessment, direct care, and consultation for clients/consumers, families and significant others within an assertive, intensive case management model within an allocated caseload.
- Work collaboratively with clients/consumers (aged 12 – 25 years) and their families, co-clinicians and key stakeholders in the management of mental illness or co-morbid mental illness and alcohol/drug issues, utilising a Recovery perspective.
- Contribute to the design and implementation of evidence-based interventions that meet the clinical, educational and vocational needs of clients/consumers with the Intensive Mobile Treatment Team.
- Foster close working relationship with other clinicians across ICYMHS and participate in regular meetings to look at best practice models of care, share ideas, and discuss synergies of service delivery with a view to eliminate duplication of services.

- Complete reports that include assessment data, diagnosis, formulation and individualized service plans within a timely manner.
- Provide clinical services to clients/consumers, their families and to other agencies by having direct contact for 50% of their clinical hours per week for Centre-based and outreach work, and participating in group, family and individual therapeutic activities as required by ICYMHS.
- Provide service co-ordination, consultation and ongoing feedback to referring agents and other relevant agencies through case liaison, preparing high quality assessment, review and discharge reports and communicating with external agencies.
- Respond to crisis situations and urgent clinical problems by participating in the crisis response system with other team members.
- Provide specialist discipline specific assessment, and/or treatment for clients and their families referred from within the team and provide consultation to team members regarding case related discipline specific matters.
- Have a sound working knowledge of relevant standards, policies, frameworks and strategies related to the Mental Health and with particular relevance to Infant, Child and Youth Mental Health (including National Mental Health Standards, National Framework for Recovery Oriented Mental Health Services, Child Safe Standards)
- Adhere to and comply with relevant legislation including the Mental Health Act 2022, Children, Youth and Families Act 2005, Family Violence Protection Act 2008, the Charter for Human Rights and Responsibilities Act 2006, the Health Records Act 2001, Privacy and Data Protection Act 2014
- 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
- Actively involved in the continual development of evidence-based treatment programs by utilising current research; and promoting and participating in research activities where relevant.
- Participate in regular clinical supervision and professional development to build skills in reflection, collaboration and quality clinical practice.
- Comply with mandatory and other identified training requirements specified by Eastern Health and professional bodies and maintain accurate documentation of evidence of this training and professional development undertaken.
- Undertake other duties as directed by the Team Leader for the efficient and effective running of the team.
- Provide support to the team leader, as directed, including the completion of non-clinical tasks related to ensuring the compliance of the team in meeting KPI's.
- Actively support the maintenance of a positive culture within the team and broader ICYMHS Service

Key Selection Criteria

Essential Selection criteria:

- The successful applicant will have a minimum of 5 years' clinical experience in public tertiary child and youth mental health and particular experience and skills in the practice of community-oriented service delivery.

The successful applicant will have the following knowledge and skills:

- Demonstrated ability in clinical leadership and supervision of clinical practice within a multi-disciplinary team. Senior clinician with clinical experience in adolescent/young adult Mental Health, and particular experience and skills in the practice of collaborative community-oriented practice. This includes assessment, treatment, and consultation with individual clients and their families as well as broader systemic and community interventions.
- Demonstrated ability in providing clinical care and evidence based interventions for young people and their families at preferably in a community mental health setting.
- Demonstrated ability to implement collaborative treatment programs for adolescents, young people and their families experiencing significant and complex mental health difficulties.
- Demonstrated ability in clinical leadership within a multi-disciplinary team and supervision of clinical practice.
- Demonstrated ability to work both independently and interdependently as a member of a multidisciplinary team, with evidence of excellent conflict resolution skills.
- Compliance with the code of ethics and legal requirements of the profession.
- High level communication, both written and verbal, demonstrated high level of inter personal skills with consumers, their families and all health care professionals.
- Demonstrate understanding and work within the principles of recovery oriented mental health practice.
- Sound knowledge of the relevant legislation and frameworks for recovery oriented practice pertaining to working in mental health and with young people and families.
- Thorough knowledge of relevant documentation related to the Mental Health Services and other strategic directions with clear relevance to access and community engagement.
- Commitment to ongoing professional development.
- Current Victorian driver's licence
- Current Working with Children's Check

Qualifications

Occupational Therapist:

- Registration as an Occupational Therapist with the Occupational Therapy Board of Australia, Australian Health Practitioners Registration Agency
- A minimum of at least 5 years' experience as a qualified/fully registered occupational therapist

Social Work:

- Holds a degree qualification in Social Work that has been approved by the Australian Association of Social Workers (AASW) for membership as a Social Worker.
- Maintains compliance with the AASW Continuing Professional Development Policy in order to meet the Eastern Health Allied Health credentialing standard. Accreditation as a Mental Health Social worker is an advantage.
- A minimum of at least 5 years' experience as a qualified/fully registered Social Worker

Mental Health Nursing:

- Registered as a Nurse with the Australian Health Practitioner Regulation Authority with approved/endorsed postgraduate qualifications in Psychiatric Nursing.
- Minimum of four years post qualification clinical experience in child and youth public mental health.

Clinical Psychologist:

- Full registration or eligibility for full registration as a Psychologist by the Psychology Board of Australia (PBA).
- Hold a Masters or Doctoral coursework qualification in Clinical Psychology that has been approved by the Psychology Board of Australia.
- Registration endorsement or eligibility for endorsement in the Approved Area of Practice of Clinical Psychology.
- Hold approved Supervisor status with AHPRA.
- A minimum of at least 5 years' experience as a qualified/fully registered psychologist

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 LGBTIQA+ 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 new and existing employees are committed to the following in order to uphold Eastern Health's Promise and Values

- To uphold confidentiality as per the Privacy Act 2000 and the Health Records Act 2001
- To comply with Eastern Health code of conduct and Policy and Procedures
- To comply with Eastern Health performance standards and industry professional standards
- Participate in continuous monitoring an improvement
- Comply with legislation and accreditation standards
- Ensure service and care is 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. More information here

Occupational Health and Safety, Quality and Improvement

Eastern Health is committed to provide and maintain 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 or for Staff Wellbeing please click here.

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. **Child Safety | Eastern Health**

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: _____

Role specific Attachments

- *More role specification information.*
- *Managers can add additional attachments with specific details about the team/role should they require*