



POSITION DESCRIPTION – Mental Health Clinician – Youth Enhanced Services	
Part 1 – Expectations for Your Role	
Position	Mental Health Clinician – Youth Enhanced Services
Service / Program	Primary Mental Health Care Program NSW
Industrial Instrument	Dependent on candidate
Instrument Classification	Dependent upon qualification
Reports to	Team Leader - Youth Enhanced Services
Effective Date	October 2026

Key Deliverables

- Deliver high quality evidence-based mental health treatment and support across individual, group, and family contexts
- Undertake systemic care processes such as holistic and specialised assessment, treatment planning, and transitions up and down in care
- Conduct regular case reviews, care planning, and integrated treatment delivery as part of a team-based approach to support the YES customers and their loved ones
- Collaborate effectively with other care agencies, interagency networks and educators to create a supportive network
- Provide consultation to care-team partners, as appropriate
- Develop and deliver culturally appropriate and holistic services
- Promote the service, communicate regularly with, and build and maintain collaborative working relationships with health and welfare agencies and the general community
- Participate in and contribute to team meetings, case conferences, and clinical case review meetings as required in a professional and appropriate manner
- Proactively assist colleagues working in this program and other therapeutic alliance programs
- Model and actively share best-practice methods
- Participate in the continuous clinical quality improvement activities to improve the service provision and outcomes for young people

Skills

- Ability to formulate mental health treatment plans
- Knowledge and ability to implement mental-health therapeutic approaches (e.g., DBT, ACT, recovery-based approaches)
- High quality discipline-specific practice skills
- Assessment – mental state examination, crisis, and risk assessment including after-care planning
- Ability to work independently and cooperatively in a team environment which works towards reaching common program and organisational goals



Experience and Knowledge

- Demonstrated experience in working with young people and families for a minimum of four years
- Demonstrated experience in working with young people in the context of moderate to increasing acuity mental health issues including best treatment options, support services, co-morbidities, and co-occurring contexts
- A working understanding of the legislation governing mental health care
- A working understanding of the impact of trauma upon adolescents and young adult mental health
- Knowledge and applied understanding of relevant theories underpinning interventions and clinical practice as well as demonstrated excellence in practical application of such, in the areas of youth mental health

Qualification/Registrations/Licences

- Tertiary qualifications in psychology, social work, mental health nursing and/or other relevant discipline
- Registration with AHPRA or eligibility for membership with AASW, PACFA or ACA (desirable)
- Post graduate qualification in counselling or related field (highly regarded)
- Current state-based driver's license

Physical Requirements

- **Office Environment:** Ability to sit for extended periods and use office equipment.
- **Data Entry:** Capability to type and handle administrative tasks.
- **Office Mobility:** Ability to move around the office and attend meetings.
- **Light Lifting:** Ability to lift and carry up to 5 kg (e.g., laptops or office supplies).
- **Visual & Auditory:** Ability to read documents and communicate effectively in person and via phone/video.
- **Travel:** Ability to travel locally to Each locations.

Why we include physical requirements in our Position Descriptions

We list the physical requirements of a role to ensure transparency and to support equitable access to employment. This information helps candidates understand the nature of the role and identify any workplace adjustments or supports they may need to thrive in it. Our aim is to create an inclusive environment where everyone can perform their role safely and effectively, with the right accommodations in place.

If you have specific access needs or would benefit from adjustments to the recruitment process or the role itself, we warmly encourage you to let us know. We're committed to working with you to find solutions that support your success.

**POSITION DESCRIPTION - Employee****Part 2 – Expectations for Our Team**

At Each, we are committed to improving lives and strengthening communities through a range of health, disability, housing, counselling, and mental health services. With a dedicated team of over 1,500 employees and 250 volunteers, we aim to create a positive impact, empowering individuals to live healthier, happier lives.

Our vision is for everyone to live well, and we strive for a healthier, more equitable future through innovation, advocacy, and community engagement.

We care. We listen. We learn. We deliver. Altogether better care.

Expectation of Employees

Employees are expected to work collaboratively with team members and other Directorates, contributing to both individual and community outcomes. They must model Each's values, ensuring an inclusive, safe, and engaging culture.

Employee Responsibilities

- Ensure quality, safety, and risk management to protect staff, customers, and the community.
- Collaborate with team members and stakeholders to achieve positive outcomes.
- Create a safe, respectful environment that fosters growth, learning, and wellbeing.
- Track progress and outcomes to meet Each's goals and performance targets.
- Work within professional boundaries and program guidelines.
- Demonstrate leadership behaviours and serve as an ambassador of Each.

Quality

Employees must engage in continuous improvement, comply with legislation and accreditation standards, and maintain the necessary skills and knowledge for their role.

Safety & Wellbeing

All Each employees are responsible for their own health and safety, as well as that of others, in line with OH&S legislation and Each's policies.

Child Safe Commitment

Each is dedicated to creating a child-safe environment, with zero tolerance for child abuse. Everyone is responsible for protecting and reporting any suspected child abuse, ensuring the safety and well-being of children involved with Each.

Inclusion and Diversity Commitment

Each is dedicated to an inclusive and diverse workplace where everyone is valued and respected. All staff are expected to promote inclusivity, embrace diversity, and foster a collaborative environment, ensuring a safe and supportive workplace for all.

Key Selection Criteria

Skills & Behaviours

- Adhere to Each's Behavioural and Performance Standards.
- Strong communication and interpersonal skills for building relationships.
- Collaborative team player with a positive attitude.

Desirable Experience, Knowledge, and Qualifications

- Relevant tertiary qualifications.



- Proven collaborative teamwork skills.
- Understanding of the Not-For-Profit and Health sectors.

Mandatory Competencies/Licences

- Criminal History Check and Employee Working with Children Check (as required).
- National Worker Screening Check (if required for the role).
- Entitlement to work in Australia

Expected Behaviours for all Each Staff

- Act in accordance with Each's Code of Conduct, policies, and service principles.
- Respond to family violence risk in line with the MARAM Framework.
- Promote a safety-first culture and adhere to health and safety policies.
- Ensure Each Great Care is put through its PACES (Person-Centered, Accessible, Connected, Effective and Safe).
- Support a zero-tolerance stance on abuse, neglect, and discrimination.
- Foster an inclusive, collaborative work environment, prioritizing customer needs.
- Contribute to teamwork, innovation, and continuous improvement.
- Engage in continuous learning and complete all mandatory training on time.