



POSITION DESCRIPTION	
Part 1 - Expectations	Leadership - Direct reports
Attachments	Addendum A *Outlines the specifics of the allocated Directorate/Portfolio

About EACH

EACH provides an integrated range of health, disability, housing, counselling, and community mental health services across Australia. We offer a wide range of supports to assist members of our community to lead happier, healthier lives. Our staff are a collective workforce of over 1,700 paid employees and over 250 volunteers.

More information is available at: <http://www.each.com.au>

Our vision	Everyone has the power to live well.
Our purpose	Health and support services that improve lives and strengthen communities.
Our values and behaviours	<p>We care.</p> <p>We welcome you with empathy and hope.</p> <p>We believe making change is possible for everyone.</p> <p>We listen.</p> <p>We take time to understand you, your experiences, and your culture.</p> <p>We work with you and the people important to you, to build the right supports.</p> <p>We learn.</p> <p>We evaluate our actions and always seek to improve.</p> <p>We deliver.</p> <p>We have a 'can do' attitude and find ways to say 'yes'.</p> <p>We do what we say we're going to do.</p>



Leadership Expectations

This Leadership position is an integral member of the Leadership team who works with their Directorate, the EACH Executive Team and other key stakeholders to deliver the Vision and Strategic objectives of EACH.

A key focus of these positions is to work collaboratively with other Directorates to collectively understand the future developing needs of the business and ensure their Directorate can effectively support the broader business functions and operations. They are responsible for ensuring their area of responsibility is meeting KPI's, is financially sustainable and is operating effectively, in line with EACH's values.

It is expected that all leaders consistently demonstrate strong leadership capability, model EACH's values and behaviours and ensures EACH's culture is inclusive, safe, and engaging.

Leadership Responsibilities

An EACH Leader is responsible for:

- Delivery of the EACH Strategic Plan - relevant to EACH and their allocated area of responsibility.
- Contributing to EACH's financial sustainability plan and decisions.
- Creating high performing teams that are flexible, adaptable, collaborative, capable, and consistently demonstrates EACH's leadership performance and behavioural standards and values. They also ensure these expectations flow through their teams and leaders within their team are also modelling these behaviours.
- Modelling and supporting continuous improvement, learning and development.
- Promoting staff health, safety and wellbeing within the Directorate to ensure high standards of health, safety, and wellbeing of all employees.
- Maintaining and contributing to a safe and inclusive organisation where our people are proud to work, feel safe and empowered.
- Ensuring sound operations through effective leadership and management.
- Working within a framework of effective and sensible controls to ensure key risks are assessed and managed.
- Fostering a climate of innovation, strategic thinking, collaboration and continuous improvement
- Fostering a sense of common purpose and connecting people to the organisation and its vision.
- Ensuring systems and processes relevant to their area support the broader EACH business and key stakeholders.
- Ensuring compliance across the Directorate with regards to legislations, mandatory compliance, funding requirements and EACH's policies.
- Demonstrating behaviours at all times that align to EACH's leadership standards and recognises that you are an ambassador of EACH.



Quality:

EACH staff are required to participate in continuous monitoring and improvement and comply with legislation, professional standards and accreditation standards and any other governing laws that apply from time to time.

EACH staff must have and maintain the appropriate skills and knowledge required to fulfil their role and responsibilities. In addition, they must practice within the specifications of this position description, and where applicable within the agreed scope of practice.

Safety & Wellbeing:

EACH is committed to providing and maintaining a working environment for all staff that is safe and minimises 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 their acts or omissions at the workplace.

As a leader you understand your responsibilities and accountabilities to yourself and others in accordance with OH&S legislation across the various jurisdictions and EACH's policies.

EACH Child Safe Commitment Statement:

EACH is committed to promoting and protecting the best interests of children and supporting a child safe culture. EACH has zero tolerance for child abuse. Everyone working at EACH is responsible for the care and protection of children and reporting information about suspected child abuse.

All children who come to EACH have a right to feel and be safe. EACH is committed to the safety and well-being of all children whether they are direct service recipients or indirectly linked to our services such as children of customers. The welfare of children and young people is our first priority. We create a child safe and child friendly environment where all children are valued and heard, are safe and protected."

Key Selection Criteria

Skills and Behaviours

- Acts in accordance with EACH's Behavioural and Performance Standards.
- Strong leadership capability that aligns to EACH's value and behaviours including a demonstrated track record in modelling and reinforcing organisational values and behaviours.



- Demonstrated ability to attract, retain and develop a diverse, inclusive, and high performing workforce where people feel a sense of belonging, empowerment and connection to their role.
- Demonstrated ability to drive a safe and inclusive culture ensuring that social, psychological, cultural, and physical safety and wellbeing is a priority.
- Demonstrated success in bringing people and teams together to encourage connections, collaborations, and partnerships.
- Demonstrated ability to deliver on and take responsibility for strategic objectives and measure progress and impact.
- Confidence engaging and briefing relevant stakeholders as required.

Desirable Experience, Knowledge, and Qualifications

- Demonstrated experience at a Leadership Level in related area of expertise.
- Tertiary qualifications in a relevant discipline.
- Demonstrated ability in working collaboratively as part of a leadership Team and in demonstrating strong leadership behaviours.
- Appreciation and understanding of the Not-For-Profit sector and Health services would be well-regarded.

Mandatory Competencies and/or Licences

- Completion of an acceptable Criminal History Check and Employee Working with Children Check (or State equivalent) prior to commencement of employment and as required by legislation and policy during employment, as well as a duty to disclose relevant information that may arise after employment has commenced.
- A cleared National Worker Screening Check prior to commencement of employment (if required for the role – not applicable to all leadership roles)

Expected behaviours for all EACH Staff

- Acts in accordance with EACH's Code of Conduct, policies and procedures and is demonstrably committed to EACH's vision, mission, values, and service principles.
- Responds to family violence risk in line with their role and responsibilities and in accordance with the Multi-Agency Risk Assessment and Management (MARAM) Framework and related Frameworks.
- Promotes a 'safety first' culture and acts in accordance with EACH Health, Safety and Wellbeing Policy and management system.
- Ensures EACH Great Care is put through its PACES (Person-Centred, Accessible, Connected, Effective and Safe).
- Promotes and supports a zero-tolerance culture that recognises all people have the right to live their lives free from abuse, neglect, violence, discrimination and exploitation and acts upon EACH's commitment to recognise, raise and respond to any deviation from a person's human rights.
- Fosters and promotes an inclusive and collaborative work environment where all employees, volunteers and customers feel welcomed, respected, valued and enabled and proud to fully participate, irrespective of their individual differences in

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background, experience and perspectives. Demonstrates a customer focus by prioritising the needs and outcomes of internal and external customers.

- Demonstrates teamwork and collaboration and positively contributes to group activities.
- Contributes to innovation and continuous improvement and openly shares information and knowledge to enable optimal outcomes for customers.
- Be curious, reflective, and open to continuous learning and new ways of working.
- Successfully completes all mandatory training in a timely manner, to support the delivery of high quality, safe and effective service delivery.



Part 2 – Addendum: This document explains the work of the Clinical Lead and the outputs they will need to deliver.

Position:	Clinical Lead
Directorate / Service / Program:	Primary Mental Health Youth Enhanced Services Program
Industrial Instrument Name:	SACS
Instrument Classification:	SACS Level 6
Reports to:	Operations Manager
Effective Date:	July 2024

About the Service

The Mental Health, Alcohol and Other Drugs, and Suicide Prevention (MHAODSP) service aims to deliver comprehensive, integrated, and person-centred care across the CCQ region (Central Queensland, Wide Bay, Sunshine Coast). It addresses service gaps for the 'missing middle' by enhancing accessibility and integrating primary mental health care, psychosocial support, and early intervention. Through a hub and spoke model, specialised resources and coordination are centralised, while local spokes ensure community-based service delivery. This approach promotes holistic wellbeing by considering broader determinants of health, fostering collaboration among providers, and ensuring a sustainable, adaptable service responsive to community needs.

The consortium, led by EACH, includes nine partners: Central Queensland Indigenous Development, Flourish Australia, Gympie Women's Health Centre, Open Minds Australia, Queensland Injectors Health Network, REFOCUS Aboriginal and Torres Strait Islander Services, Stride Mental Health, and Wellways Australia. This diverse coalition enhances service delivery through comprehensive, community-focused care.

The **Youth Enhanced Services (YES) Program** targets 12–18-year-olds with severe mental illness across Hub sites in Gympie, Rockhampton, Hervey Bay, and Emerald, alongside in-reach to headspace centres. Services include individual therapies like CBT, DBT, and ACT, group treatments, and multidisciplinary team care. Modalities vary based on youth preferences, emphasising face-to-face interactions supplemented by digital health interventions and remote consultations. Assertive outreach, including home visits, aims to engage reluctant youth. Clinical governance by a Clinical Manager ensures robust service oversight, supported by Senior Clinicians, local workers, and psychiatric consultation. Referral strategies prioritize warm pathways to reduce service fragmentation.



Position Summary:

The Clinical Lead will oversee a clinical team providing counselling services to young people aged 12-18 with complex trauma, including ADHD presentations. In this role, you will lead and participate in the counselling team, offering assessment and intervention services. The position is pivotal in advancing EACH's treatment programs, with a focus on extended-care program elements across multiple locations and outreach at regional centres.

Key Deliverables:

- Lead, mentor, and support a team of clinicians to ensure high-quality service provision, including clinical and operational supervision, training, and guidance.
- Manage team dynamics through recruitment, orientation, professional development, and performance management.
- Ensure the continuous professional development needs of the Clinicians are met through regular clinical consultation and training aimed at improving outcomes for young people.
- Develop partnerships with stakeholders to enhance service development and growth, fostering a culture of customer feedback responsiveness.
- Maintain accurate record-keeping, including information regarding customer onboarding data and service provision wait time.
- Proactively identify service risks and develop strategies to mitigate them
- Collaborate with service design managers to ensure national practice consistency and compliance with legislative requirements.
- Provide direct clinical services to a case load, maintaining detailed records and facilitating positive outcomes.
- Oversee the effective clinical integration of clinical services provided by the clinicians
- Promote services and maintain collaborative relationships with health agencies and the community.
- Facilitate team meetings, case conferences, and participate in clinical quality improvement activities.

Skills:

- Excellent communication skills (both written and oral) to engage with clients, families, and stakeholders.
- Leadership ability to inspire and develop a high-performing team.
- Strong problem-solving skills and proactive approach to service improvement.
- Commitment to continuous learning and innovation in service delivery.
- Exceptional organisational and time management abilities.
- Ability to build and maintain positive relationships with diverse stakeholders.
- Alignment with EACH's values of diversity, equity, and inclusion.
- Bring a strength-based approach to the service, seeking out opportunities to build on the strength and capacity of the team.
- Competency in working with young people and families from diverse cultural or community backgrounds, including First Nations Australians, those from LGBTIQ+ communities, and those from remote and migrant communities.



Experience and Knowledge:

- Significant experience in leadership and management of multi-disciplinary teams.
- Expertise in clinical governance, including audits and risk management.
- Extensive background in mental health care and crisis intervention with young people.
- Minimum of four years working directly with young people and families in mental health settings.
- Proficiency in evidence-based interventions and clinical practice in youth mental health.
- Experience mentoring clinical staff and developing referral networks.

Qualifications:

- Tertiary qualifications in a relevant field.
- Relevant APRA registration.
- Completion of Criminal History Check and Employee Working with Children Check.
- Current state-based driver's license.

Highly Regarded Qualifications:

- Post-graduate qualification in a related field.

Physical Requirements

- Able to sit at a computer for 6 – 8 hours per day.
- Ability to travel between EACH locations.
- Able to lift 3 kgs.