

**POSITION DESCRIPTION – Consultant Psychiatrist****Part 1 – Expectations for Your Role**

Position	Consultant Psychiatrist
Service / Program	Youth Mental Health
Industrial Instrument	Doctors - Medical Practitioners Award 2020
Instrument Classification	Specialist
Reports to	Clinical Operational Manager
Effective Date	August 2025

Key Deliverables

- **Provide expert secondary clinical consultation** to YES clinicians, including diagnostic clarification, treatment recommendations, and clinical case formulation.
- **Conduct primary psychiatric assessments** with young people under **the 291 Medicare Benefits Scheme (MBS)**, including prescribing medication where required.
- **Liaise with Public Mental Health Services** to support client service navigation and ensure continuity of care.
- Collaborate with the **YES Manager, Senior Clinical Coordinators**, and the **Each Clinical Lead** to deliver an integrated approach to clinical care that is evidence-based and in line with best practice.
- Ensure all **relevant documentation and service activity tasks** are completed in a timely and accurate manner.
- Provide **leadership in psychiatric care**, ensuring expert-quality, evidence-informed health services for young people aged 12–25 years.

Skills

- **Advanced clinical skills** in psychiatric assessment, diagnosis, formulation, risk management, and treatment of young people.
- Strong **leadership skills** and the ability to guide multidisciplinary teams.
- Demonstrated ability to build and maintain **effective relationships** with young people, families, carers, clinicians, and external service providers.
- Proven capacity to contribute to **service development** initiatives.
- Skilled in **collaborative care approaches**, including working with GPs, schools, private practitioners, and government agencies.
- High-level **communication, problem-solving, and negotiation skills**, particularly when engaging young people in early stages of help-seeking.
- Expertise in managing presentations across **mental health, physical health, sexual health, and alcohol and other drugs (AOD)**.



Experience and Knowledge

- Extensive experience in psychiatry, with a **strong clinical focus on young people (12–25 years)** experiencing mental health disorders.
- Experience working with **diverse populations** of young people.
- Knowledge of:
 - **National Standards for Mental Health Services**
 - **Victorian Mental Health Act**
- Previous experience in **service liaison** and supporting the navigation of complex service systems.
- Experience delivering services aligned with **evidence-based practice** and **clinical governance frameworks**.

Qualification/Registrations/Licences

- Registration as a medical practitioner with the Australian Health Practitioner Regulation Agency (AHPRA).
- Fellowship of the Royal Australian and New Zealand College of Psychiatrists (FRANZCP) or equivalent.
- Advanced Training in Child & Adolescent Psychiatry (completed or near completion).
- Current driver's licence.

Physical Requirements

- Ability to sit for extended periods (e.g., during consultations or documentation).
- Capacity to travel between Each locations and external service providers.
- Capability to use telehealth and electronic systems for clinical and reporting tasks.
- Ability to move between offices or community settings, including occasional stair use.
- Maintain physical and mental stamina to manage complex caseloads and high-level clinical decision-making.



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.