

**POSITION DESCRIPTION – Mobile Assessment and Treatment Team (MATT) Senior Clinician****Part 1 – Expectations for Your Role**

Position	Mobile Assessment and Treatment Team (MATT) Senior Clinician
Service / Program	headspace Early Psychosis
Industrial Instrument	Dependent on candidate
Instrument Classification	Dependent on candidate
Reports to Operationally	Intake & Brief Intervention Team Leader
Reports to Clinically	Psychiatrist, headspace Early Psychosis
Effective Date	August 2025

Key Deliverables

- Provide clinical triage, assessment, and intervention for young people aged 12–25 at risk of or experiencing first episode psychosis.
- Conduct mental state examinations, risk assessments, and case formulations, offering home-based community treatment and crisis intervention.
- Deliver centre-based and outreach support, including assertive assessment, crisis management, and intensive engagement and treatment as part of the EPPIC framework.
- Provide clinical support into the functional recovery program, ensuring continuity of care across service components.
- Work collaboratively with general practice and mental health providers to deliver integrated care.
- Participate in intake and triage, referring to appropriate Early Psychosis services and ensuring timely engagement.
- Deliver services within a rotating roster, including some extended weekday hours and potential on-call/recall duties.
- Ensure high-quality care aligned with the EPPIC model and clinical guidelines.
- Lead clinical processes, including incident responses, staff rostering, reviews, and team meetings.
- Support a team culture that is youth-friendly, empathic, and recovery-focused.
- Provide crisis services and assertive outreach, including in-reach to inpatient units to support early discharge.
- Complete clinical documentation and data collection promptly and accurately.
- Supervise and mentor clinicians, offering peer and 1:1 support as arranged with the Team Leader.
- Act as a professional resource for clinical staff.
- Contribute to service improvement, including quality systems, reporting, and training.
- Engage in consultation and liaison across internal and external services.
- Provide appropriate clinical services across the mental health spectrum.
- Support evidence-based practice and research, contributing to service development.
- Participate in service innovation, quality improvement, and evaluation activities.

Skills



- Advanced clinical skills in assessment of risk, managing high acuity and triage in youth mental health.
- Strong leadership and supervision capabilities, including mentoring and team coordination.
- Excellent communication skills, both verbal and written, with diverse stakeholders.
- Proficiency in ICT systems, including electronic health records and data tools.
- Ability to manage complex cases and lead clinical decision-making processes.
- Capacity to work independently and collaboratively within a multidisciplinary team.
- Knowledge of mental health legislation relevant to young people in Tasmania.
- Commitment to recovery-oriented, youth-friendly care and continuous improvement.
- Capacity to integrate clinical practice with research and evaluation.
- Knowledge of mental health legislation, especially as it pertains to youth aged 12–25.

Experience and Knowledge

- 3–5 years clinical experience in acute inpatient and community-based care.
- Experience working with young people experiencing or at risk of first episode psychosis.
- Understanding of early psychosis principles, including ultra-high risk presentations.
- Experience in crisis services, particularly community-based models.
- Experience in the diagnosis and provision of assessment and intervention for young people with emerging psychosis and alcohol and other drug issues.
- Experience in clinical leadership, supervision, and service development.
- Familiarity with evidence-based interventions and recovery frameworks.
- Knowledge of the Tasmanian Mental Health system, including service pathways and roles.

Qualification/Registrations/Licences

- Registered Nurse - Bachelor's degree in Psychiatric/Mental Health Nursing or equivalent Bachelor's Degree in Nursing or equivalent or approved postgraduate qualification in Psychiatric/Mental Health Nursing. Registration as a Registered Nurse with the Nursing and Midwifery Board of Australia via AHPRA
- Occupational Therapist - Current registration as an Occupational Therapist with the Occupational Therapy Board via AHPRA to practice with the National Board.
- Psychologist - Registration as a psychologist under the Health Practitioner Regulation National Law Act (2009) with the Psychology Board of Australia via AHPRA to practice with the board. Endorsement as a clinical psychologist under the Health Practitioner Regulation National Law or eligibility and willingness to participate in a registrar training program leading to endorsement.
- Social Worker - Approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.
- Current Australian driver's licence.

Physical Requirements

- Ability to work weekdays in centre and community.
- Capacity to travel locally up to an hour from the centre, providing home-based and outreach services.
- Ability to work in dynamic, community-based settings with young people and families.
- Resilience to manage multiple tasks in a high-pressure clinical environment.



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. These considerations extend to all of our customers inclusive of priority populations.



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.