



**POSITION DESCRIPTION - Mental Health Clinician**

**Part 1 – Expectations for Your Role**

<b>Position</b>	Mental Health Clinician
<b>Service / Program</b>	Mental Health, Alcohol and Other Drugs
<b>Industrial Instrument</b>	Dependent on candidate
<b>Instrument Classification</b>	Dependent upon qualification
<b>Reports to</b>	Team Leader
<b>Effective Date</b>	March 2025

**Key Deliverables**

- **Care Team Coordination:** Liaise with psychiatrists, GPs, and clinicians from mental health and dual diagnosis care.
- **Counselling & Care Coordination:** Provide care for individuals with complex mental health issues (e.g., depression, anxiety, trauma).
- **Evidence-Based Treatment:** Deliver high-quality mental health treatment in individual, group, and family contexts.
- **Systemic Care Processes:** Conduct assessments, treatment planning, and manage care transitions.
- **Case Reviews & Planning:** Collaborate on case reviews and treatment planning as part of a team.
- **Collaboration & Networking:** Build networks with care agencies and educators for client support.
- **Consultation:** Offer consultation to care-team partners when needed.
- **Culturally Appropriate Services:** Develop and deliver culturally sensitive services.
- **Service Promotion:** Promote services and maintain relationships with health and welfare agencies.
- **Team Contribution:** Actively participate in team meetings, case conferences, and reviews.
- **Colleague Support:** Support colleagues in therapeutic programs.
- **Best-Practice Modelling:** Share and model best-practice approaches.
- **Clinical Quality Improvement:** Contribute to ongoing clinical quality improvements.

**Skills**

- **Mental Health Treatment Planning:** Formulate mental health treatment plans.
- **Therapeutic Approaches Knowledge:** Knowledge of and ability to implement therapeutic approaches (e.g., DBT, ACT, recovery-based approaches).
- **Trauma Impact Understanding:** A working understanding of trauma's impact on mental health.
- **Discipline-Specific Practice:** High-quality, discipline-specific practice skills.
- **Assessment Skills:** Conduct mental state examinations, crisis and risk assessments, and aftercare planning.
- **Legislative Knowledge:** A working understanding of the legislation governing mental health care.
- **Team Collaboration:** Ability to work independently and cooperatively within a team to achieve program and organisational goals.



### Experience and Knowledge

- **Experience with Complex Mental Health:** Demonstrated experience working with individuals with moderate to severe mental health issues, co-morbidities, and co-occurring contexts.
- **Clinical Practice Excellence:** Knowledge of and applied understanding of relevant clinical theories and demonstrated excellence in practice for complex and severe mental health issues.

### Qualification/Registrations/Licences

- **Tertiary Qualifications** in Counselling, Nursing, Social Work, Psychology and/or other relevant discipline.
- Post Graduate qualifications in Mental Health (highly regarded).
- **Driver's License:** Current state-based driver's license.

### Physical Requirements

- **Travel:** Ability to drive if needed.
- **Mobility:** Capability to walk, stand, and move around the office and community settings where needed.
- **Lifting:** Occasional light lifting (e.g., carrying equipment or materials).
- **Sitting:** Ability to sit for extended periods for office-based tasks and documentation.

**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**

An Each employee is responsible for:

- 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.

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