

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

Position	Consultant Psychiatrist
Service / Program	Mental Health & AOD
Industrial Instrument	Each Enterprise Agreement 2024
Instrument Classification	Medical Practitioners Award 2020
Reports to	Clinical Consultant
Effective Date	July 2025

Key Deliverables

This role sits within a Consultation Liaison Psychiatry framework in line with current service provision models in Victoria. The role will provide enhanced levels of clinical consultancy within the service whilst operating under the existing clinical governance structures of EACH Mental Health & AOD service.

The key objective of this role is to:

- Work with a multidisciplinary team using consultation and shared care approaches in order to deliver the best possible outcomes for clients.
- Provide expert secondary clinical consultation to mental health clinicians. This can include, but not limited to diagnostic clarification, case formulation and treatment recommendations.
- Complete primary assessments as required.
- Liaise with Public Mental Health Services and other providers when required to assist in service navigation for clients.
- In conjunction with the Team Manager, Senior Clinical Coordinators and Clinical Lead, deliver a collaborative and integrated approach to clinical care and ensure services are best practice and evidenced based.
- Ensure expert quality provision of evidenced based health care.
- Provide expert secondary clinical consultation and advice to staff on diagnostic clarification, case formulation and treatment recommendations.
- Provide expert psychiatric assessment, formulation and management (including investigations, treatment and monitoring).
- Ensure all relevant documentation and service activity tasks are completed in a timely manner.

Skills

- Advanced clinical skills in client assessment, formulation, diagnosis, risk management, and treatment provision
- Ability to demonstrate leadership skills and experience.
- Ability to demonstrate skills in multidisciplinary work and the development of effective working relationships with consumers and carers.
- Ability to demonstrate aptitude for and expertise in service development.
- Ability to work collaboratively with all stakeholders, including clients, family, GPs, schools, government agencies, private practitioners etc.



- Highly developed interpersonal, verbal and written communication skills, problem solving and negotiation skills
- Ability to demonstrate knowledge and experience in all aspects of psychiatry, and with substantial experience and expertise in clinical practice

Experience and Knowledge

- Knowledge of the National Standards for Mental Health Services and the relevant Mental Health Act legislation.
- Significant experience in working with diverse and vulnerable groups of people.
- Demonstrated ability to work independently and as part of a team.
- Clinical skills and experience in working with a range of presentations inclusive of physical health, sexual health, mental health and AOD.

Qualification/Registrations/Licences

- Registration as a medical practitioner with the Australian Health Practitioner Regulation Agency
- Fellowship of the Royal Australian and New Zealand College of Psychiatrists or equivalent.
- 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.

**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.