



POSITION DESCRIPTION – Senior Mental Health Clinician Youth Enhanced Services
Part 1 – Expectations for Your Role

Position	Senior Mental Health Clinician Youth Enhanced Services (CCQ)
Service / Program	Primary Mental Health – Youth Enhanced Services
Industrial Instrument	Dependent on candidate qualifications
Instrument Classification	Dependent on candidate qualifications
Reports to	Team Leader
Effective Date	August 2026

Position Summary

The Senior Mental Health Clinician will lead and deliver high-level psychological interventions within the YES Program. This role involves providing individual therapy (e.g., CBT, DBT, ACT), group treatments, and multidisciplinary team care. The clinician will oversee service delivery, engage with local stakeholders, and ensure effective integration of care plans. Utilising face-to-face and digital modalities, they will mentor junior clinicians, ensure compliance with service targets, and maintain accurate documentation. This position requires advanced clinical expertise and leadership to ensure high-quality mental health services for young individuals.

Key Deliverables

- Lead and deliver specialist counselling to young individuals (12–25 years) experiencing severe mental illness. Supervise and mentor junior clinicians to maintain high service standards.
- Achieve and exceed service targets and prescribed workloads.
- Ensure accurate and timely documentation of service delivery.
- Foster collaboration with local stakeholders and other support services for coordinated client care.
- Participate in networking and collaborative forums to develop referral pathways and promote services.
- Provide clinical leadership and participate in clinical supervision.

Skills

- Advanced interpersonal and negotiation skills.
- Exceptional oral and written communication abilities.
- Strong leadership and team management capabilities.
- Ability to work independently and as part of a multidisciplinary team.
- Proficiency in computer applications (Windows, Word, Email, database applications).
- 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

- Extensive experience in individual therapy, particularly with adolescents and young adults.
- Advanced understanding of mental health, trauma, and issues affecting youth and their families.
- Comprehensive knowledge of mental health services and networks.
- In-depth understanding of the social determinants of health and mental health recovery principles.
- Proficiency in therapeutic approaches such as CBT, DBT, ACT, and mindfulness.
- Proven experience in clinical supervision and team leadership.

Qualification/registrations/licences

- A minimum Bachelor qualification in Counselling, Social Work (or Master of Social Work), Occupational Therapy or Nursing with a Mental Health specialisation.
- Must maintain relevant annual registration and/or membership of professional body.
- Valid National Police Check.
- Working with Children Check.
- Additional certification or training in clinical supervision and advanced therapeutic techniques is advantageous.

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 for recruitment and onboarding activities.

Why we include physical requirements in our Position Descriptions

We list the physical requirements of a role to ensure transparency and to support equitable access to employment. This information helps candidates understand the nature of the role and identify any workplace adjustments or supports they may need to thrive in it. Our aim is to create an inclusive environment where everyone can perform their role safely and effectively, with the right accommodations in place.

If you have specific access needs or would benefit from adjustments to the recruitment process or the role itself, we warmly encourage you to let us know. We're committed to working with you to find solutions that support your success.



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

Each employee is responsible for their 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).

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.
- Ensures 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.