



POSITION DESCRIPTION – Mobile Assessment and Treatment Team (MATT) Clinician / Continuing Care Team (CCT) Clinician	
Part 1 – Expectations for Your Role	
Position	Mobile Assessment and Treatment Team (MATT) Clinician / Continuing Care Team (CCT) Clinician
Service / Program	Mental Health, Alcohol and Other Drugs
Industrial Instrument	Dependent on candidate
Instrument Classification	Dependant on candidate
Reports to	Reports to Operationally: Intake & Brief Intervention Team Leader Reports to Clinically: Psychiatrist, headspace Early Psychosis
Effective Date	August 2025

About Early Psychosis

headspace Early Psychosis, established in 2011, is an accessible youth and family friendly mental health service for young people (15-25) struggling with hearing voices and unusual beliefs. It builds on individual strengths and resilience, uses the wisdom of lived experience and fosters hope, potential and recovery. headspace Early Psychosis operates in headspace Centre's across Australia. headspace Eastern Shore will be the first headspace in Tasmania to offer the Early Psychosis Program (EPPIC). The service will include a Mobile Assessment and Treatment Team (MATT), Continuing Care Team (CCT) and a centre-based Recovery Program (RC) to service Southern Tasmania.

The Mobile Assessment and Treatment Team (MATT) / Continuing Care Team (CCT) is a multidisciplinary team, extended hours' service, which operates within headspace Early Psychosis in Southern Tasmania. The hEP Program provides support to young people who have developed or are at risk of developing psychosis, along with supporting their networks. The MATT/CCT Team provides assertive assessment of young people, crisis management support, and intensive engagement and treatment, delivering evidenced based interventions as a part of the EPPIC framework. The team provides centre based and outreach support and the clinicians would also provide clinical support into the functional recovery program.

The MATT/CCT Clinician play's an important role in supporting the case management of young people with early psychosis. They work as part of a multidisciplinary team and contribute to the further development of this service. Staff work in close collaboration with the wider headspace service mental health system to ensure coordinated transitions and integration of services across the system of care. The position requires experience in the diagnosis and provision of assessment and intervention with young people with psychosis and alcohol and other drug issues and their families. The successful applicant will participate in service innovation and development and evaluation activities.

This position reports to the Team Leader and Consultant Psychiatrist. Staff will be involved in discipline specific and generalist work. Supervision of staff and students, professional development activities and research are required.

Key Deliverables



Clinical Care

- Provide clinical assessment, intervention, crisis management, case management, and therapy to young people presenting with or at risk of early psychosis.
- Promote a culture of family involvement in care and treatment planning.
- Demonstrate and advise on evidence-based practices in mental health, with a focus on early psychosis.
- Actively engage clients, carers, and families in treatment, planning, and review processes.
- Strengthen shared care models and develop partnerships with other service providers.
- Deliver interventions aligned with the EPPIC model fidelity.

Quality Improvement

- Support ongoing professional development and build specialist skills in early psychosis.
- Participate in committees, portfolios, working groups, and community networks.
- Contribute to the orientation and supervision of entry-level staff and students in Adolescent and Youth Psychiatry.
- Adhere to professional standards and ethics, including the Code of Conduct and National Mental Health Practice Standards.
- Ensure accurate and timely documentation using electronic health records and meet data collection requirements.
- Act as a resource for discipline-specific practice, demonstrating current theoretical knowledge and evidence-based approaches.
- Contribute to research and evaluation activities within the service.

Communication & Teamwork

- Demonstrate positive team behaviours and foster a collaborative work environment.
- Work effectively with professionals across disciplines and external agencies to expand service access and support for young people and their families.

Professional Development

- Participate in appropriate supervision as required.
- Engage in professional development activities to maintain and enhance clinical skills.
- Lead and contribute to discipline-specific meetings and projects as appropriate.

Skills

- Demonstrated competence in delivering a full range of mental health services, including:
 - Mental state and psychological assessments (including crisis assessments)
 - Individual, family, and group treatments for adolescents and young adults
 - Addressing issues such as psychosis and alcohol and other drug use
- High-level interpersonal skills with the ability to consult, liaise, and negotiate effectively with young people, families, community members, and professionals.
- Ability to function independently while seeking guidance and support when needed, as part of a multidisciplinary team.
- Capacity to contribute to mental health research and quality improvement projects.
- Ability to maintain privacy, dignity, and confidentiality while actively promoting safety.
- Capacity to engage young people and families in collaborative treatment planning.
- Competence in delivering evidence-based assessment, treatment, rehabilitation, and support services.
- Ability to work inclusively, responding to social, cultural, linguistic, spiritual, and gender diversity.
- Skill in maintaining high standards of documentation and using information systems effectively.
- Ability to escalate safety, quality, and risk concerns appropriately.

Experience and Knowledge



- Extensive experience in assessing adolescents and adults, with strong engagement skills for working with young people and their families.
- Experience providing flexible outreach services.
- Demonstrated ability to work within supervision structures and maintain clinical accountability.
- Sound understanding of the principles and application of relevant legislation and policy, including:
 - Mental Health and Wellbeing Act (2022)
 - Children, Youth and Families Act (2005)
 - Strategic directions in public mental health service provision
- Experience in promoting recovery-oriented care and early intervention.
- Experience working within integrated service models and collaborating across mainstream health and social services.
- Experience contributing to service planning, development, implementation, and evaluation.
- Experience participating in quality and safety initiatives and continuous improvement processes.

Qualification/Registrations/Licences

Approved tertiary qualifications in a relevant discipline and eligibility for membership with the appropriate professional body:

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

Physical Requirements

- Ability to sit, stand, and walk for extended periods during clinical sessions, outreach visits, and team activities.
- Capacity to use a computer and electronic health record systems for documentation and communication.
- Occasional lifting or carrying of materials (e.g. laptops, clinical resources) up to 10 kg.
- Physical and emotional capacity to work in dynamic environments, including community settings and during crisis interventions.

**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.