

**POSITION DESCRIPTION - Clinical Director - headspace Early Psychosis****Part 1 – Expectations for Your Role**

Position	Clinical Director - headspace Early Psychosis
Service / Program	Mental Health, Alcohol & Other Drugs
Industrial Instrument	Doctors - Medical Practitioners Award 2020
Instrument Classification	Grade 12.10 – Principal Specialist
Reports to	Head of Psychiatry
Effective Date	March 2025

Key Deliverables

The Clinical Director, headspace Early Psychosis is a senior leadership role with a primary objective to:

- **Clinical leadership:** Provide high-quality mental health services to individuals through the headspace Early Psychosis service in Tasmania.
- **EPPIC model implementation:** Support the establishment and maintenance of the EPPIC model of care with model fidelity.
- **Collaborate with Tasmania Health:** Develop and maintain relationships to ensure access to emergency departments and inpatient beds.
- **Professional governance:** Provide governance to medical staff and collaborate with the Manager to monitor and manage service activity.
- **Coordination with managers:** Work with headspace, hEP, and/or Each Managers to plan and implement coordinated clinical services.

Skills

- **Mental health sector expertise:** In-depth understanding of the sector and knowledge of the Mental Health Act (Tas) 2013 and relevant legislation.
- **Leadership and communication:** Excellent leadership, organisational, interpersonal, and communication skills.
- **Clinical psychiatry experience:** Extensive experience, particularly in child and adolescent psychiatry and early psychosis intervention.
- **Innovative program development:** Proven record of developing and implementing innovative mental health programs.
- **Medical management and leadership:** Experience in leadership, strategic planning, continuous improvement, and accreditation.
- **Education and training:** Experience in training medical practitioners and other health professionals and providing community education.

Experience and Knowledge

- **Clinical psychiatry experience:** In child and adolescent psychiatry and early psychosis.
- **Program development:** Experience in creating and implementing mental health programs.
- **Medical management:** Leadership in medical management and service improvement.
- **Education and training:** Experience in teaching medical practitioners, health professionals, and community education.
- Experience in, or management of, an early psychosis team desirable.

**Qualification/Registrations/Licences (Mandatory only)**

- **Medical qualifications:** Suitable qualifications as a medical practitioner registered with the Australian Health Practitioner Regulation Agency and be a Fellow of the Royal Australian and New Zealand College Psychiatrists with College endorsement as a supervisor, or ability to obtain.
- **Driver's license:** A current driver's license or equivalent.

Physical Requirements

- **Travel:** Travel within Tasmania (Hobart and Launceston).
- **Movement and Mobility:** Ability to move between different locations, including clinics and other service delivery sites.
- **Prolonged Sitting/Standing:** There may be extended periods of sitting.



POSITION DESCRIPTION - Leader (Without Direct Reports)

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.

Leader Expectations

This leadership role is a key member of the Leadership team, collaborating with their Directorate, the Executive Team, and stakeholders to achieve Each's vision and strategic objectives. This role focuses on working across Directorates to address the business's evolving needs, ensuring effective support for broader operations. Leaders are responsible for meeting KPIs, maintaining financial sustainability, and ensuring operations align with Each's values. All leaders are expected to demonstrate strong leadership, model Each's values and behaviours, and foster an inclusive, safe, and engaging culture.

Leader Responsibilities

An Each Leader is responsible for:

- Supporting the Each Strategic Plan and financial sustainability.
- Promoting continuous improvement, learning, and staff wellbeing.
- Ensuring a safe, inclusive, and empowering workplace.
- Leading effective operations and managing risks.
- Fostering innovation, collaboration, and alignment with the organization's vision.
- Ensuring compliance with policies, legislation, and funding requirements.
- Modelling leadership behaviours that reflect Each's values and acting as an ambassador.

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

- Strong leadership aligned with Each's values and behavioural standards.
- Proven ability to attract, develop, and retain a diverse, high-performing workforce.
- Commitment to fostering a safe, inclusive culture prioritizing wellbeing.



- Success in building teams, driving collaboration, and achieving strategic goals.
- Confident in engaging and briefing stakeholders.

Desirable Experience, Knowledge, and Qualifications

- Leadership experience in a relevant field.
- Tertiary qualifications in a relevant discipline.
- Collaborative experience within a leadership team.
- Understanding of the Not-For-Profit sector and Health services.

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.