

**POSITION DESCRIPTION – Continuing Care Team (CCT) Senior Clinician****Part 1 – Expectations for Your Role**

Position	Continuing Care Team (CCT) Senior Clinician
Service / Program	headspace Early Psychosis Program
Industrial Instrument	Dependent on candidate
Instrument Classification	Dependent on candidate
Reports to Operationally	Intake & Brief Intervention Team Leader
Reports to Clinically	Psychiatrist, headspace Early Psychosis
Effective Date	August 2025

Key Deliverables

- Provide direct service delivery through evidence-informed, intensive case management to young people experiencing a first episode of psychosis and their families/carers.
- Lead clinical care in collaboration with the Team Leader, ensuring treatment is aligned with the EPPIC model and Australian Clinical Guidelines for Early Psychosis.
- Supervise and support clinicians, offering formal and informal supervision, mentoring, training, and access to secondary consultation.
- Support CCT Clinicians in assessment, therapeutic engagement, crisis management, and intensive treatment of young people, delivering evidence-based interventions as part of the EPPIC framework.
- Provide clinical support into the functional recovery program, including centre-based and outreach services.
- Ensure high-quality care through adherence to evidence-based practices and continuous monitoring of clinical standards.
- Participate in clinical and management forums, guiding decision-making for complex cases and promoting best practice.
- Foster a team culture that is youth-friendly, responsive, empathic, and recovery-focused.
- Identify and manage risk, developing comprehensive treatment and risk management plans for each young person.
- Provide assertive outreach, including in-reach to inpatient units and crisis facilities, promoting least restrictive treatment options.
- Engage in consultation and liaison across internal programs and external services to ensure integrated care.
- Complete clinical documentation and data collection requirements promptly and accurately.
- Support quality improvement, including critical incident responses, clinical reviews, and team meetings.
- Contribute to service innovation, quality improvement, development, and evaluation activities.
- Demonstrate advanced communication skills, interacting effectively with young people, families, professionals, and researchers.
- Contribute to service development, including research activities and community partnerships.
- Participate in intake and triage, conducting mental health assessments and facilitating group programs.



Skills

- Advanced clinical skills in assessment, intervention, and therapeutic case management for youth mental health.
- Strong leadership and supervision capabilities, including mentoring and team coordination.
- Excellent communication skills, both verbal and written, with diverse stakeholders.
- Proficiency in ICT systems, including electronic health records and data tools.
- Ability to manage complex cases and lead clinical decision-making processes.
- Capacity to work independently and collaboratively within a multidisciplinary team.
- Knowledge of mental health legislation relevant to young people in Tasmania.
- Commitment to recovery-oriented, youth-friendly care and continuous improvement.
- Capacity to integrate clinical practice with research and evaluation.
- Knowledge of mental health legislation, especially as it pertains to youth aged 12–25.

Experience and Knowledge

- 3–5 years clinical experience in acute inpatient and community-based care.
- Experience working with young people experiencing or at risk of first episode psychosis.
- Understanding of early psychosis principles, including ultra-high risk presentations.
- Experience in crisis services, particularly community-based models.
- Knowledge of the Tasmanian Mental Health system, including service pathways and roles.
- Experience in clinical leadership, supervision, and service development.
- Familiarity with evidence-based interventions and recovery frameworks.
- Experience in supporting multidisciplinary teams and working collaboratively with families and external services.
- Involvement in discipline-specific and generalist work, including supervision of staff and students, professional development activities, and research.

Qualification/Registrations/Licences

- Registered Nurse: Bachelor's degree in Psychiatric/Mental Health Nursing or equivalent, or approved postgraduate qualification in Psychiatric/Mental Health Nursing. Registered with the Nursing and Midwifery Board of Australia via AHPRA.
- Occupational Therapist: Current registration with the Occupational Therapy Board via AHPRA.
- Psychologist: Registered 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 undertake registrar training for endorsement.
- Social Worker: Approved degree in Social Work and eligibility for membership with the Australian Association of Social Workers.
- Driver's Licence: Current Australian driver's licence required.

Physical Requirements

- Ability to work weekdays in centre and community.
- Capacity to travel locally up to an hour from the centre, providing home-based and outreach services.
- Ability to work in dynamic, community-based settings with young people and families.
- Resilience to manage multiple tasks in a high-pressure clinical environment.

**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.