



POSITION DESCRIPTION

Part 1 – Expectations	Employee
Attachments	Addendum A *Outlines the specifics of the allocated Directorate/Portfolio

About EACH

EACH provides an integrated range of health, disability, housing, counselling, and community mental health services across Australia. We offer a wide range of supports to assist members of our community to lead happier, healthier lives. Our staff are a collective workforce of over 1,700 paid employees and over 250 volunteers.

More information is available at: <http://www.each.com.au>

Our vision	Everyone has the power to live well.
Our purpose	Health and support services that improve lives and strengthen communities.
Our values and behaviours	<p>We care.</p> <p>We welcome you with empathy and hope.</p> <p>We believe making change is possible for everyone.</p> <p>We listen.</p> <p>We take time to understand you, your experiences, and your culture.</p> <p>We work with you and the people important to you, to build the right supports.</p> <p>We learn.</p> <p>We evaluate our actions and always seek to improve.</p> <p>We deliver.</p> <p>We have a 'can do' attitude and find ways to say 'yes'.</p> <p>We do what we say we're going to do.</p>



Expectation of Employees

A key focus of this position is to work collaboratively with their team members, their Directorate and across other Directorates.

They are responsible for leading delivery and/or community through their own contribution.

It is expected that all employees consistently model EACH's values and behaviors and ensure EACH's culture is inclusive, safe, and engaging.

Employee Responsibilities

Employees are responsible for:

- Assessing for quality, safety and risk and taking actions that keep myself, customers, community and staff safe
- Partnering with my team, others at EACH, our customers and community to achieve great outcomes
- Creating a safe, respectful and culturally appropriate space to foster growth, learning, belonging, health and wellbeing
- Contribute to tracking progress and outcomes to ensure alignment with EACH's goals and to reliably deliver on performance targets
- Working within the program/role guidelines and professional boundaries of my role
- Demonstrating behaviours at all times that align to EACH's leadership standards and recognises that you are an ambassador of EACH.

Quality:

EACH staff are required to participate in continuous monitoring and improvement and comply with legislation, professional standards and accreditation standards and any other governing laws that apply from time to time.

EACH staff must have and maintain the appropriate skills and knowledge required to fulfil their role and responsibilities. In addition, they must practice within the specifications of this position description, and where applicable within the agreed scope of practice.

Safety & Wellbeing:

EACH is committed to providing and maintaining a working environment for all staff that is safe and minimises risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by their acts or omissions at the workplace.

As an Employee you understand your responsibilities and accountabilities to yourself and others in accordance with OH&S legislation across the various jurisdictions and EACH's policies.



EACH Child Safe Commitment Statement:

EACH is committed to promoting and protecting the best interests of children and supporting a child safe culture. EACH has zero tolerance for child abuse. Everyone working at EACH is responsible for the care and protection of children and reporting information about suspected child abuse.

All children who come to EACH have a right to feel and be safe. EACH is committed to the safety and well-being of all children whether they are direct service recipients or indirectly linked to our services such as children of customers. The welfare of children and young people is our first priority. We create a child safe and child friendly environment where all children are valued and heard, are safe and protected."

Key Selection Criteria

Skills and Behaviours

- Acts in accordance with EACH's Behavioural and Performance Standards.
- Highly developed communication and interpersonal skills to competently establish and maintain effective working relationships with clients, staff and visitors.
- Demonstrated ability to work collaboratively and enthusiastically within a team to help foster a positive and progressive work environment.

Desirable Experience, Knowledge, and Qualifications

- Tertiary qualifications in a relevant discipline.
- Demonstrated ability in working collaboratively as part of a Team
- Appreciation and understanding of the Not-For-Profit sector and Health services is well-regarded.

Mandatory Competencies and/or Licences

- Completion of an acceptable Criminal History Check and Employee Working with Children Check (or State equivalent) prior to commencement of employment and as required by legislation and policy during employment, as well as a duty to disclose relevant information that may arise after employment has commenced.
- A cleared National Worker Screening Check prior to commencement of employment (if required for the role – not applicable to all roles)

Expected behaviours for all EACH Staff

- Acts in accordance with EACH's Code of Conduct, policies and procedures and is demonstrably committed to EACH's vision, mission, values, and service principles.
- Responds to family violence risk in line with their role and responsibilities and in accordance with the Multi-Agency Risk Assessment and Management (MARAM) Framework and related Frameworks.
- Promotes a 'safety first' culture and acts in accordance with EACH Health, Safety and Wellbeing Policy and management system.
- Ensures EACH Great Care is put through its PACES (Person-Centred, Accessible, Connected, Effective and Safe).
- Promotes and supports a zero-tolerance culture that recognises all people have the



right to live their lives free from abuse, neglect, violence, discrimination and exploitation and acts upon EACH's commitment to recognise, raise and respond to any deviation from a person's human rights.

- Fosters and promotes an inclusive and collaborative work environment where all employees, volunteers and customers feel welcomed, respected, valued and enabled and proud to fully participate, irrespective of their individual differences in background, experience and perspectives. Demonstrates a customer focus by prioritising the needs and outcomes of internal and external customers.
- Demonstrates teamwork and collaboration and positively contributes to group activities.
- Contributes to innovation and continuous improvement and openly shares information and knowledge to enable optimal outcomes for customers.
- Be curious, reflective, and open to continuous learning and new ways of working.
- Successfully completes all mandatory training in a timely manner, to support the delivery of high quality, safe and effective service delivery.



Part 2 – Addendum: This document explains the work of the Senior Mental Health Clinician and the outputs they will need to deliver.

Position:	Senior Mental Health Clinician
Directorate / Service / Program:	Primary Mental Health Youth Enhanced Services
Industrial Instrument Name:	SACS
Instrument Classification:	SACS Level 5
Reports to:	Clinical Lead
Effective Date:	July 2024

About the Service

The Mental Health, Alcohol and Other Drugs, and Suicide Prevention (MHAODSP) service aims to deliver comprehensive, integrated, and person-centred care across the CCQ region (Central Queensland, Wide Bay, Sunshine Coast). It addresses service gaps for the 'missing middle' by enhancing accessibility and integrating primary mental health care, psychosocial support, and early intervention. Through a hub and spoke model, specialised resources and coordination are centralised, while local spokes ensure community-based service delivery. This approach promotes holistic wellbeing by considering broader determinants of health, fostering collaboration among providers, and ensuring a sustainable, adaptable service responsive to community needs.

The consortium, led by EACH, includes nine partners: Central Queensland Indigenous Development, Flourish Australia, Gympie Women's Health Centre, Open Minds Australia, Queensland Injectors Health Network, REFOCUS Aboriginal and Torres Strait Islander Services, Stride Mental Health, and Wellways Australia. This diverse coalition enhances service delivery through comprehensive, community-focused care.

The **Youth Enhanced Services (YES) Program** targets 12–18-year-olds with severe mental illness across Hub sites in Gympie, Rockhampton, Hervey Bay, and Emerald, alongside in-reach to headspace centres. Services include individual therapies like CBT, DBT, and ACT, group treatments, and multidisciplinary team care. Modalities vary based on youth preferences, emphasising face-to-face interactions supplemented by digital health interventions and remote consultations. Assertive outreach, including home visits, aims to engage reluctant youth. Clinical governance by a Clinical Manager ensures robust service oversight, supported by Senior Clinicians, local workers, and psychiatric consultation. Referral strategies prioritize warm pathways to reduce service fragmentation.



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 (12–18 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.



Qualifications

- Tertiary qualifications in a relevant field.
- 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

- Ability to sit at a computer for extended periods.
- Travel between service locations as required.
- Ability to lift light objects (up to 3 kgs).