

Position Description

Position Title	Lead Clinician
Position Number	30025976
Division	Clinical Operations
Department	Youth Community Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Classification Description	Psych Nurse G3 Y1- Y4 ANUM Y2, Social Worker G3 Y1 – Y4, Occ Therapist G3 Y1 – Y4, Psychologist G2 Y1 – Y4
Classification Code	NP81-NP74, YB24 - YB27, YC46 - YC49, PK1-PK4
Reports to	Manager Youth Mental Health & Wellbeing Service and YPARC
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Working with Children Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

The Youth Mental Health and Wellbeing Service is a community based, multidisciplinary team that works with youth aged 18-25 who are experiencing severe and/or complex mental health needs including but not limited to serious, persistent emotional disturbance, trauma, psychosis, eating disorder, and moderate to high-risk behaviour.

Under the direction YMHWS Manager, team leader and team psychiatrist, youth mental health Lead Clinicians provide comprehensive biopsychosocial assessment and evidence-based treatment interventions. We deliver education and support to carers and professionals involved in youth mental health care, including support to Headspace. Based at our service hub in Bendigo, the team supports the Loddon Campaspe Southern Mallee (LCSM) regions. Some staff regularly travel to Swan Hill, Echuca, Maryborough, Castlemaine, Kyneton, and surrounding areas to deliver crisis assessments and ongoing case management.

Responsibilities and Accountabilities

Key Responsibilities

In a multi-disciplinary integrated community mental health and wellbeing team, and under the direction of the Team Psychiatrist(s), Senior Clinician and Manager:

- Provide assessment and clinical treatment, including crisis assessment, intensive treatment, case management and support for patients, their families and carers in both Bendigo and rural regions including advance risk assessment and coordinating urgent care pathways
- Participate in a range of biopsychosocial treatment modalities in both individual and group settings in the community
- Maintain high quality contemporaneous clinical documentation that meets organisational standards
- Complete all administrative tasks associated with case management, including statistical data entry and reporting requirements
- Maintain a clinical case load providing timely follow up, effective prioritisation, liaison and advocacy with other services involved in the clients/family's care
- In consultation with the patient, family and carer(s), and other care providers, formulate, negotiate, document, monitor and maintain a Recovery Plan for each patient of the service, and complete other documentation, including Outcome Measures, as per service policy
- Identify, engage and include other key community agencies and service providers involved in the provision of rehabilitation, recovery, support, and discharge planning consistent with the patients and family/carers needs
- Participate in community consultation, awareness and education activities and develop community resources to increase the understanding of psychiatric disorders and service delivery models in the community
- Participate in Multi-disciplinary Team processes and provide sound discipline specific advice to other clinicians within the team and guidance to more junior staff and students

- Contribute to quality improvement initiatives, service evaluation and ongoing develop of clinical programs
- Perform other duties as directed
- At times, provide clinical services at YPARC on an extended hour's clinical roster
- Deliver mental health services onsite at Headspace Bendigo or at other sites across the LCSM sub region as directed.

Key Selection Criteria

Essential

1. Tertiary qualification in Nursing, Occupational Therapy, Social Work, Clinical Psychologist with post graduate qualification in mental health (or a related field), or demonstrated progress towards completion, relevant work experience (usually at least 2 years) in a variety of settings together with eligibility for professional registration in practice within the relevant discipline
2. Demonstrated ability to undertake comprehensive biopsychosocial assessments of young people, including those presenting with complexity, risk, acuity and trauma, informing accurate clinical formulations, evidence-based treatment and recovery plans
3. High level of organisational, leadership, communication and interpersonal skills with a sound ability to strategically prioritise work requirements /demands leading to successfully working independently and as part of a team
4. Highly developed written and verbal communication skills, including the ability to provide psychoeducation, maintain accurate and contemporaneous clinical documentation, prepare reports and meet administrative, data collection and reporting requirements
5. Demonstrated ability to work effectively within multidisciplinary team, contributing discipline specific expertise, participate in shared decision making and fostering positive working relationships to achieve positive outcomes
6. Proven ability to manage a complex clinical case load, working collaboratively to effectively coordinate care with young people, families, cares and relevant stake holders
7. Experience working with the Mental Health and Wellbeing Act 2022 and relevant state-wide Psychiatric Service Frameworks Procedures and Guidelines
8. Demonstrated ability and understanding of Bendigo Health policy and procedures
9. Demonstrated commitment to continuous professional development and evidence-based practice, including participation in quality improvement activities, service development initiatives and reflective practice to enhance consumer outcomes, personal qualities, knowledge and skills

Desirable

10. Flexibility to operate in an environment of change and continuous improvement

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.

- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.