

Position Description

Position Title	Senior Clinician
Position Number	30028132
Division	Clinical Operations
Department	Child and Adolescent Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Psych Nurse G4 Y1 – Y3, Social Worker G4 Y1 – Y4, Occ Therapist G4 Y1 – Y4
Classification Code	NP75-NP77, HR25 – HR28, HR9-HR12
Reports to	Manager - CAMHWS
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

In the context of an integrated multidisciplinary community mental health team, and under the direction of the Manager & team Psychiatrist (s), the CAMHWS Intake Senior Clinician ensures children, adolescents and their families receive timely, comprehensive and person-centred access to mental health services. This is a critical leadership role providing coordination and direct clinical support to the multidisciplinary Intake assessment team, psychoeducation and community development, liaison with internal and external agencies and other key stake-holders.

Responsibilities and Accountabilities

Key Responsibilities

Clinical

- Conduct comprehensive intake, screening, assessment and risk evaluations for children, adolescents, and their families accessing CAMHWS.
- Triage referrals and determine the most appropriate treatment pathway, service response or referral option.
- Coordinate care and facilitate referrals to internal programs, community services, and external agencies as required.
- Manage high-risk and complex presentations, ensuring timely assessment and implementation of appropriate risk management strategies.
- Collaborate with consumers, families, carers, schools, health services and community stakeholders to support integrated care.
- Provide consultation, education and secondary advice to clinicians and partner agencies regarding child and adolescent mental health presentations.
- Ensure care is delivered in accordance with relevant legislation, professional standards, organisational policies, and recovery-oriented, family-centred practice principles.
- Maintain high quality contemporaneous clinical documentation, associated administration requires and statistical entry.

Managerial

- Provide strong leadership, coordination, support and specialist discipline specific clinical advice to intake staff, clinicians and multidisciplinary team members.
- Participate in providing orientation to new staff / students.
- Participate in Multi-disciplinary team processes.
- Demonstrate leadership across the broader CAMHWS service by supporting clinical decision-making, fostering collaboration, contributing to service development initiatives, and promoting best-practice mental health care.
- Contribute to service quality improvement, clinical governance, and continuous improvement initiatives through identifying areas of quality improvement, participating in accreditation requirements and improvement strategies.
- Support equitable access to services and advocate for positive consumer outcomes and wellbeing.
- Support workforce capability development through coaching, guidance and knowledge sharing.
- Participate in supervision, professional development, workforce development and mentoring.
- Assist with the implementation of service priorities, operational processes and organisational change initiatives.

- In consultation with the Clinical Director / Consultant Child Psychiatrist / Manager, continuously monitor the quality standards across the region, monitor the clinical practice of the multidisciplinary team to ensure the optimum standards of clinical care.
- Depending on service requirements, work flexible hours, participate in on-call / re-call rosters, including weekends, as directed.
- Perform all other duties as directed.

Key Selection Criteria

Essential

Qualifications / Registrations

1. Post graduate qualifications in mental health and/or related field in addition to baseline qualifications of Registered Nurse, Occupational Therapist, or Social Worker and extensive experience (usually at least 5 years) with expertise in the provision of community based clinical child and adolescent mental health services.

Specialist Expertise / Knowledge

2. Demonstrated advanced clinical skills in assessment, triage, risk assessment, service navigation and management of children, adolescents and families presenting with a range of mental health concerns including complex and high- risk presentations.
3. A comprehensive knowledge of the relevant legislation applicable to the provision of psychiatric services in Victoria along with a sound understanding of the requirements of service delivery within the context of Federal and State Government policies and strategic guidelines.
4. Demonstrated leadership, human resources management and interpersonal skills demonstrating flexibility, ability to manage competing priorities, make sound clinical decisions and work effectively in a dynamic and high-demand environment.
5. Demonstrated ability to influence and lead clinical practice across a multidisciplinary service, contributing to service planning, workforce capability development and the achievement of organisational objectives.
6. Highly developed written and verbal communication skills with the ability to liaise, consult and develop effective working relationships with relevant family members, team members, a broad range of health professionals, and community agencies.
7. Demonstrated experience contributing to clinical governance, quality improvement initiatives, service development and implementation of evidence-based practice.
8. Demonstrated evidence of participation in education and training of other staff, and an independent commitment to ongoing professional development.

Personal Qualities, Skills & Abilities

9. A personal approach which is positive, enthusiastic and passionate lending to the ability to positively contribute to the team culture, provide excellent customer service and achieve best outcomes for consumers.

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.