

Position Description

Position Title	Lead Clinician – CASEA (CAMHWS and Schools Early Action Program)
Position Number	30028394
Division	Clinical Operations
Department	Child and Adolescent Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Occ Therapist G3 Y1 – Y4
Classification Code	YB24 - YB27
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 • 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 Bendigo Health CAMHS and Schools Early Action (CASEA) program is an evidence-based early intervention program focused on improving the social and emotional development of primary school aged children. The program assists families and school communities to enhance their skills in responding to children's social, emotional, behavioural and mental health needs. CASEA aims to develop strong collaborative partnerships between schools, support services and CAMHS.

The CASEA program operates within the Bendigo Health Child and Adolescent Mental Health Service (CAMHWS) and is delivered in collaboration with North Western Victoria Department of Education and Training (DET). The Bendigo Health CASEA team works with schools in the Loddon Campaspe Southern Mallee region.

With support and supervision from the CASEA coordinator and as a member of the multi-disciplinary team, the CASEA clinician will collaborate with schools and deliver services to identified children, families and school staff within the school environment. The CASEA program includes the delivery of small group programs (for children and also parents/carers), provision of information sessions for families, provision of professional development and secondary consultation for school staff.

In this position you will be a valued team member, contributing to an important program within the region. You will use your skills in assessment and clinical observation, engage therapeutically in short-term group work with children and caregivers and contribute to the ongoing development of the program. There are opportunities for professional development, with a culture of learning and reflection encouraged. Engagement and collaboration with the wider CAMHWS team is fostered and you will have regular supervision with the CASEA coordinator.

Responsibilities and Accountabilities

Key Clinical Responsibilities

- With support from the CASEA Coordinator, Deliver the CASEA (CAMHS and Schools Early Action) program across participating primary schools within the Loddon Campaspe Southern Mallee region.
- Conduct clinical screening, assessment and formulation of children's mental health, developmental, behavioural and psychosocial needs using evidence-based approaches and outcome measures.
- Facilitate evidence-based targeted early intervention programs, including child groups, parent/carer groups and interactive parent-child therapeutic interventions.
- Establish therapeutic relationships with children, parents, carers and families using family-centred, strengths-based, trauma-informed and culturally responsive approaches.
- Provide brief intervention, parent coaching, psychoeducation and linkage to other services to promote positive social, emotional, behavioural and mental health outcomes for children.
- Identify, assess and respond to risk concerns, child safety issues and wellbeing needs in accordance with organisational policies and professional standards, including appropriate escalation and referral to higher levels of care where required.

- Deliver psychoeducation to children, parents, carers and school communities regarding child development, emotional wellbeing, mental health and early intervention strategies.
- Maintain accurate, timely and high-quality clinical documentation, outcome measures, activity data and health record administration in accordance with organisational and professional standards.
- Participate in case review, clinical discussions, supervision, reflective practice and ongoing professional development to support safe and effective service delivery.
- Contribute to quality improvement, program evaluation and service development activities that enhance service effectiveness for consumer outcomes for children, families and school communities.

Collaboration, Consultation and Service Interface Responsibilities

- Alongside the CASEA Co-ordinator, build and maintain collaborative partnerships with schools, families, community agencies and key stakeholders to support coordinated and integrated care for children and families.
- Provide secondary consultation, education and capacity-building support to teachers and school staff regarding children's social, emotional, behavioural and mental health needs, including evidence-informed classroom strategies.
- Liaise with internal CAMHS teams and external service providers, including health, family support, paediatric and NDIS services, to facilitate collaborative care planning and service coordination.
- Assist children, families and schools to access appropriate referral pathways, community supports and specialist services to ensure continuity of care and early intervention.
- Represent the CASEA program in schools, multidisciplinary forums, community networks and stakeholder meetings to strengthen partnerships, referral pathways and service awareness.
- Work collaboratively with the CASEA Coordinator and multidisciplinary team to support program development, quality improvement, professional learning and achievement of service objectives.
- Assume other responsibilities associated with the effective management of a specialised community team commensurate with the classification of this position, such as preceptorship of undergraduate and post graduate students and/or management of various portfolios (OH&S, quality management etc.).
- Other duties as required.

Key Selection Criteria

Essential

1. Tertiary qualification in Nursing, Occupational Therapy, or Social Work, with postgraduate 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 and practice within the relevant discipline.
2. Demonstrated ability to undertake comprehensive biopsychosocial assessments of children and their families, including consideration of developmental, behavioural, emotional, family, educational and environmental factors, to inform formulation, intervention planning and referral pathways.
3. Knowledge of underlying principles, clinical care, legislative requirements and best practice models associated with the treatment of complex mental health disorders in children and young people.

4. Experience delivering evidence-based therapeutic interventions, psychoeducation and group programs to children and families, applying developmentally appropriate, trauma-informed, family-centred and strengths-based approaches within community and school settings.
5. Demonstrated ability to work effectively within multidisciplinary and multi-agency environments, including education, health and community services, providing discipline-specific expertise, contributing to shared decision-making and fostering collaborative partnerships to improve outcomes for children and families.
6. Highly developed written and verbal communication skills, including the ability to provide consultation, psychoeducation and capacity building to families, educators and community stakeholders, while maintaining accurate clinical documentation, reports and data collection requirements.
7. 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.
8. Demonstrated ability to establish and maintain collaborative partnerships with schools, families and community services, providing consultation, capacity building and coordinated responses to support children's social, emotional and mental health needs.
9. High level of organisational, leadership, communication and interpersonal skills with a sound ability to strategically prioritise work requirements/demands leading to success working independently and as part of a team.
10. A positive, respectful, helpful and professional approach, with strong interpersonal skills and a demonstrated capacity to develop highly productive and effective working relationships with children, families, colleagues and key stakeholders.

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.