

Position Description

Position Title	Lead Clinician
Position Number	30100260
Division	Clinical Operations
Department	Child and Adolescent Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Psych Nurse G3 Y1 – Y4 ANUM Y2, Social Worker G3 Y1 – Y4, Occ Therapist G3 Y1 – Y4
Classification Code	NP81 – NP74, YC46 – YC49, 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 • 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 Child and Adolescent Mental Health & Wellbeing Service is a community based, multidisciplinary team that works with children and adolescents aged 0-18 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 direction of the CAMHWS Manager, Team Leader and Team Psychiatrist, CAMHWS Lead Clinicians provide comprehensive biopsychosocial assessment and evidence-based treatment interventions.

Responsibilities and Accountabilities

Under direction of the CAMHWS Manager, Team Leader and Team Psychiatrist, CAMHWS Lead Clinicians provide comprehensive biopsychosocial assessment and evidence-based treatment interventions.

Key Responsibilities

In the context of a multi-disciplinary community mental health and wellbeing team, Lead Clinicians:

- Conduct specialist, comprehensive biopsychosocial assessment, integrating information from multiple sources to formulate evidence-based treatment strategies for children and adolescents.
- Providing advanced risk assessment and management, including responding to acute mental health deterioration and coordinating urgent care pathways.
- Deliver specialist evidence-based therapeutic interventions for children and adolescents using a range of psychotherapeutic treatment modalities (individual, family and group), including for clients with complex mental health needs.
- Provide contemporary, evidence-based psycho-education to young person and family regarding mental health presentation, treatment and recovery.
- Maintain a clinical caseload providing timely follow- up, effective prioritisation, liaison and advocacy with other services involved in the client / family's care.
- Maintain high quality contemporaneous clinical documentation that meets organisational standards.
- Collaboratively develop, negotiate, document, and monitor Individual Recovery Plans with young people, families, carers and relevant agencies.
- Actively participate in the multidisciplinary team processes, offering discipline-specific expertise and contributing to collaborative decision making.
- Complete all administrative tasks associated with case management, including statistical data entry and reporting requirements.
- Provide consultation to Specialist inter-agency programs as required.
- Undertake specific Intake duties and responsibilities.
- Provide guidance, mentoring and preceptorship to junior clinicians, students and graduates.

- Contribute to Quality Improvement initiatives, service evaluation and ongoing development of clinical programs.
- Participate in team portfolios (eg., OH&S, Quality, Eating Disorder, Child Protection Liaison) and other activities that support the effective functioning of the specialised clinical team.
- Maintain advanced knowledge of child and adolescent psychopathology, developmental theory, trauma informed care, and family systems.
- Perform other duties as directed.

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, adolescents, and their families, including those presenting with complexity, risk, acuity and trauma, informing accurate clinical formations, evidence-based treatment and recovery plans.
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 in delivering evidence-based therapeutic interventions to children, adolescents and families, using a range of treatment modalities and applying developmentally appropriate, trauma-informed and recovery-orientated approaches to care.
5. Proven ability to manage a complex clinical caseload, working collaboratively to effectively coordinate care with young people, families, carers and relevant stakeholders.
6. Demonstrated ability to work effectively within multidisciplinary teams, contributing discipline specific expertise, participate in shared decision making and fostering positive working relationships to achieve positive outcomes.
7. 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.
8. 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.
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 personal approach which is positive, enthusiastic, friendly and helpful in providing excellent customer service and develop effective working relationships, both internal and external.

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.