

Position Description

Position Title	Lead Clinician
Division	Clinical Operations
Department	Child & Adolescent Mental Health & Wellbeing Service
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Classification Description	Registered Nurse Gr3, Social Worker Gr2, Occupational Therapist
Classification Code	NP81 – NP82, YC42 – YC45, YB20 – YB23
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](#)

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community,

PASSIONATE – We are passionate about doing our best,

TRUSTWORTHY - We are open, honest and respectful

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

Key Responsibilities

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

- Provide comprehensive biopsychosocial assessment, taking into account clinical information from a range of sources and formulate strategies for the psychiatric treatment and support needs of the clients.
- Provide evidence-based treatment and support for child and adolescent clients, their families and carers, including some with more complex needs using a range of psychotherapy treatment modalities in individual, family and group settings.
- Provide contemporary, evidence based psycho-education to young person and family regarding mental health presentation, treatment and recovery.
- Provide case management including liaison and advocacy with other services involved in the client / family's care.
- Undertake specific Intake duties and responsibilities.
- In consultation with parent, carer, young person and relevant agencies formulate, negotiate, document, monitor and maintain an Individual Recovery Plan
- Maintain contemporaneous clinical documentation, including but not limited to, current assessment of mental health and associated risks, response to treatment and clearly articulated follow up plan.
- Maintain up to date administration associated with case management including statistical data.
- Participate in consultation, liaison and mental health education to services, relevant agencies and professionals in relation to client needs and community mental health development
- Provide consultation to Specialist inter-agency programs as required.
- Participate in the multidisciplinary team processes and provide sound discipline specific advice to other clinicians with the team. Providing guidance to more junior staff and students.
- Contribute to mentoring and preceptorship of students and graduates.
- Participate in Quality Improvement activities, ongoing evaluation of clinical services and delivery.
- Assume other responsibilities associated with the effective functioning of a specialised community team, commensurate with the classification of this position, including participate in portfolios (OH&S, Quality, Eating Disorder, CPS liaison, etc).
- Perform other duties as directed.

Key Selection Criteria

Essential

Qualification / Certificates

1. Minimum Bachelor of Nursing, Bachelor of Occupational Therapy or Bachelor of Social Work, as well as post graduate qualifications in Mental Health related field, or working toward same.

Specialised Expertise

2. Relevant work experience, usually at least two years, in a variety of mental health settings.
3. Knowledge of underlying principles, clinical care and best practice models associated with the treatment of complex mental health disorders in children and young people and the demonstrated aptitude for such work.
4. Knowledge and experience working with the Victorian Mental Health and Wellbeing Act (2022), the Child and Young People Act 2008, amendments, and knowledge of relevant state-wide Psychiatric Service Frameworks Procedures and Guidelines and Bendigo Health policy and procedures
5. Experience in liaising and consulting with relevant family members, team members, and a broad range of health professionals and community agencies

Personal Qualities, Knowledge and Skills

6. 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.
7. A personal approach which is positive, enthusiastic, friendly and helpful in providing excellent customer service and develop effective working relationships, both internal and external.
8. Knowledge of Quality Improvement and flexibility to operate in an environment of change and continuous improvement.
9. Proficient computer and data entry skills and ability to learn new programs effectively and efficiently.

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.
- 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.