



Position Title	Mental Health Integration Lead – Mental Health & Wellbeing Collaboration
Position Number	
Division	Office of the CEO
Department	Loddon Mallee Local Health Services Network
Enterprise Agreement	Health And Allied Services, Managers and Administrative Workers (Victorian Pub Sector)(Single Interest)EnterpriseAgreement 2021-2025
Classification Description	Administrative Grade 6 or Psych Nurse G4 Y1
Classification Code	HS6 or NP75
Reports to	Manager, Regional Programs
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • Immunisation Requirements

The Loddon Mallee Local Health Service Network (LMLHSN)

The Loddon- Mallee Local Health Service Network was established on 1 July 2025 by the Victorian Department of Health to strengthen collaboration among health service providers and improve health service delivery across the Loddon Mallee region.

The strategic priorities being focused over the next three years (2025-2028) are:

- Improving access and equity of care
- Enhancing workforce support with collaborative planning
- Focusing on quality and safety and
- Optimising efficient resource use.

More information about the Victorian LHSN can be found: [Local Health Service Networks health.vic.gov.au](https://health.vic.gov.au/Local-Health-Service-Networks)

In the LMLHSN work is underpinned by the following vision and values:

- Vision: Shaping the future of health service delivery to give our communities a great experience throughout the Loddon Mallee region.
- Values: Respect, Integrity and Collaboration

LMLHSN is governed by a CEO and a Board Chair Committee, comprising representatives from the 13 public health services in the region. Strategic initiatives are delivered through projects sponsored by CEO leads and implemented by an agile network team working across all partner health services.

Staff considering employment opportunities in network are expected to:

- Work in a hybrid model, with flexibility to travel across the region for meetings and collaboration events.
- Access hot desk office spaces at Bendigo Health and other health service sites (bookable as needed).
- Maintain a suitable home office setup (IT equipment provided) and be proficient in using online collaboration tools.
- Secondments can be negotiated between staff working for any LMLHSN health service (please discuss this with your manager before applying).



Bendigo Health

Bendigo Health is the fundholder and host of the LMLHSN function, therefore is the employer of the network staff. Bendigo Health is the major regional health service in the Loddon Mallee, learn more by visiting the website: [Bendigo Health Website - About Bendigo Health](#)

Bendigo Health 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.

Bendigo Health's work is underpinned by the following vision and values:

- Vision: Excellent Care. Every Person. Every Time.
- 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 Mental Health and Wellbeing (MHW) Collaboration Plans provide structure for Networks to act on the shared challenges, directions and priorities identified at a regional level. Through the MHW Collaboration Plans, Networks will outline how they will work with system partners to collectively address identified priorities that will strengthen the mental health and wellbeing service system within their region to improve consumer outcomes.

The LMLHSN requires the services of an experienced advisor who has an in-depth knowledge of the Mental Health and Wellbeing sector who can provide the Project Manager with expertise in co-designing this plan with stakeholders.

The plan is due for submission in March 2027 and is to:

- Detail a number of initiatives to address identified priorities related to access, equity and flow, building on the planning undertaken through Network Clinical Service Plans.
- Outline how Networks will collectively work on the initiatives with external stakeholders, and the anticipated outcomes to be achieved.
- Detail the structures/arrangements and decision-making arrangements to guide collective action.
- Support LHSNs to establish enduring relationships and collaboration across the region to improve outcomes.

This role is being offered as a secondment opportunity for suitability qualified staff working at any of the Loddon Mallee Local Health Service Network member health services. It is expected that prospective applicants will discuss the opportunity with their manager and seek support for a secondment arrangement prior to applying. External applicants are not eligible to apply

Responsibilities and Accountabilities

Key Responsibilities

System Integration & Model Design

- Lead initial concept development and co-design of integrated service models, pathways and shared-care approaches
- Translate MHW Collaboration Plan priorities into practical system solutions (e.g., referral pathways, discharge interfaces, shared care protocols)
- Identify barriers to integration and develop solutions across hospital, primary, community and NGO sectors
- Ensure initiatives respond to access, equity and flow challenges



Strategic Advice to Project Manager

- Provide advice on navigating the mental health and wellbeing service sector and creating connections between the network and sector collaborators.
- Provide expert advice on mental health service systems, reform priorities and best practice
- Identify risk – new and emerging
- Co-author/review the plan
- Shape initiative design to ensure alignment with:
 - Clinical Service Planning outputs
 - State reform directions
 - Support prioritisation and scope refinement of initiatives

Stakeholder Engagement & Collaboration

- Engage senior stakeholders across:
 - Health services
 - PHNs
 - NGOs / community providers
 - ACCOs
 - Department of Health
 - Consumers
- Lead collaboration events to facilitate conversations and co-design activities
- Build shared understanding of system issues and solutions (barriers and enablers)
- Liaise with other Mental Health Integration Leads across Victoria
- Navigate differing organisational perspectives and interests
- Ensure lived experience perspectives inform design and delivery

Governance:

- Contribute to establishment of fit-for-purpose governance and decision-making arrangements
- Provide expert input into working groups, steering committees and advisory forums
- Contribute to initiative reported via relevant LMLHSN Governance Committees

Key Selection Criteria

Essential

1. Diverse senior sector experience in mental health across sectors and care streams
2. Established network of mental health and wellbeing providers in the region
3. Demonstrated contemporary evidence-based understanding of the mental health and wellbeing service system
 - Acute and community mental health services (Levels 4 & 5)
 - Primary care (PHNs, general practice)
 - NGO/community sector and partnership models
 - ACCO's
4. Demonstrated experience in:
 - Service integration, pathway design or model redesign
 - Working across organisational and sector boundaries
5. High-level stakeholder engagement and facilitation skills
6. Ability to translate strategy into practical implementation solutions
7. Ability to influence, lead change, and support system-wide improvements.
8. Understanding of Aboriginal health, ACCHO sector and culturally safe practice



9. Experience embedding lived experience perspectives into program design

Desirable

10. Experience working within rural or regional health services and an understanding of mental health and acute and non-acute service delivery challenges in the Loddon Mallee region.
11. Experience in regional planning, reform programs or integrated care initiatives

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 and Loddon Mallee Local Health Services Network policies and procedures, 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 LMLHSN 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.