

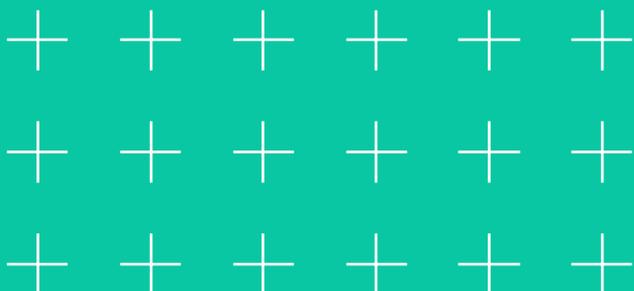


**The Royal
Melbourne
Hospital**

**Advancing
health for
everyone,
every day.**

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

**Aboriginal and Torres Strait Islander,
Social and Emotional Wellbeing Team
Leader**



THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

OUR VISION

Advancing health for everyone, every day.

THE MELBOURNE WAY

At the RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it the Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability



This role is employed to operate Monday to Friday during business hours. There will be occasional circumstances when clinicians are required to work overtime (for example, when an outreach appointment has required more time than expected).





KEY ACCOUNTABILITIES

- Positively promote the Aboriginal concepts of social and emotional wellbeing, mental health and mental illness.
 - Work collaboratively with multidisciplinary teams across the service to ensure the delivery of a positive and safe experience to Aboriginal and Torres Strait Islander consumers;
 - Develop systems to access Aboriginal resources for clients, families and staff; collaborate with RMH MHS staff and structures to ensure maintenance of resources
 - Identify and implement strategies that encourage Aboriginal people to identify their Aboriginality (e.g. develop/access brochures, posters; review/adapt RMHS MHS specific promotional material, community education).
 - Act as an advocate for the delivery of services that are culturally appropriate and safe for Aboriginal people and their families.
 - Develop and maintain positive relationships with Aboriginal Community Controlled Organisations, in particular with the Victorian Aboriginal Health Service/Family Counselling Team and other providers as relevant.
 - Provide leadership in collaboration with the SEWB team
 - Take reasonable care for your safety and wellbeing and that of others.
 - Work in your scope of practice and seek help where required.
 - Work in partnership with consumers, patients and where applicable carers and families.
 - Work collaboratively with colleagues across all RMH teams.
 - Continue to learn through mandatory training and other learning activities.
 - Seek feedback on your work including participation in annual performance discussion.
 - Speak up for safety, our values and wellbeing.
 - Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
 - Respect that the RMH is a smoke-free environment.
 - Facilitating change and service improvements.
 - Workforce planning for the team.
 - Support the team to provide quality consumer-focused care.
 - Support staff in the team to manage their day-to-day workflow.
 - Undertake professional development activities.
 - Ensure direct reports receive regular feedback and participate in relevant line and cultural supervision.
 - Contribute to organisation-wide and service/division initiatives and planning activities.
 - Ensure training needs of direct reports are identified and undertaken.
 - Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
 - Other projects and tasks as required.
 - Engage and deliver on research projects as required.
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KEY RELATIONSHIPS

Internal

- General Manager
- Director of Community Services
- Director of Clinical Services
- Deputy Director of Clinical Services
- Consultant Psychiatrists
- Community Team Managers
- Community Team Leaders
- Discipline Seniors
- Evaluation and Service Improvement Co-ordinator
- Health Information Manager
- RMH First Nations Health Unit
- Executive Assistant to Director Clinical Services and Area Manager
- Multidisciplinary Team
- Administration staff
- People and Culture

External

- Key community partner organisations
- Victorian Aboriginal Community Controlled Health Services
- Other Aboriginal Community stakeholders and local NGOs
- Academic partner organisations
- External health and wellbeing and community services

KEY SELECTION CRITERIA

- Formal Qualifications
- Occupational Therapists:
 - Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Occupational Therapy Board of Australia.
 - An approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.).
- Psychologists:
 - Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009) with practice endorsement as a Clinical, Forensic or Clinical Neuro Psychologist with the Psychology Board of Australia.
- Registered Psychiatric Nurses:
 - Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
 - Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.
- Social Workers:
 - An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.



- Essential:
 - Aboriginal and/or Torres Strait Islander background and experience working with Aboriginal and Torres Strait Islander Communities and Families.
 - Strong personal commitment to diversity and inclusion, with a focus on Reconciliation and self-determination for Aboriginal and/or Torres Strait Islander people
 - Understanding of the Social and Emotional Wellbeing Framework
 - Excellent interpersonal skills and the ability to communicate transparently with consumers, families, kin, carers and supporters, colleagues and other service providers
 - Well-developed writing skills
 - An understanding of the principles and procedures associated with the Mental Health Act and other relevant legislation
 - Sound therapeutic skills for people with severe and enduring mental health conditions, or willingness and capacity to commit to development of evidenced based knowledge and practice
 - Experience in working with a range of professional teams and services.
 - Ability to develop and implement education and training for mental health workforce.
 - Well-developed knowledge and understanding of the public mental health service environment, the Mental Health Act and other relevant legislation, policies and strategic directions.
 - The ability to flexibly manage variable workloads and strong organisation and time management skills.
 - Proven ability to work as part of a team.
 - An ability to work responsibly and with autonomy.
 - Professional self-awareness and reflective practice.
 - Demonstrated commitment to ongoing professional development.
 - Hold a current Victoria driver's license (or equivalent Australian driver's license) and ongoing ability to use this form of transport.
 - Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation or other applicable Acts.
- Desirable:
 - Experience in working with ACCHO
 - Relevant postgraduate qualification in areas of specialist practice.

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
 - Achievement of portfolio specific KPI targets
 - Participation in and satisfactory feedback through the annual performance review process
 - Ability to maintain a safe working environment and ensure compliance with legislative requirements
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AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

OUR COMMITMENT:

- **Equity, Inclusion, Belonging and Safety**
 - As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.
- **First Nations Commitment**
 - We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.
- **Child Safe Standards**
 - RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.
- **Equal Opportunity and Accessibility**
 - We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.
- **Thriving Together**
 - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

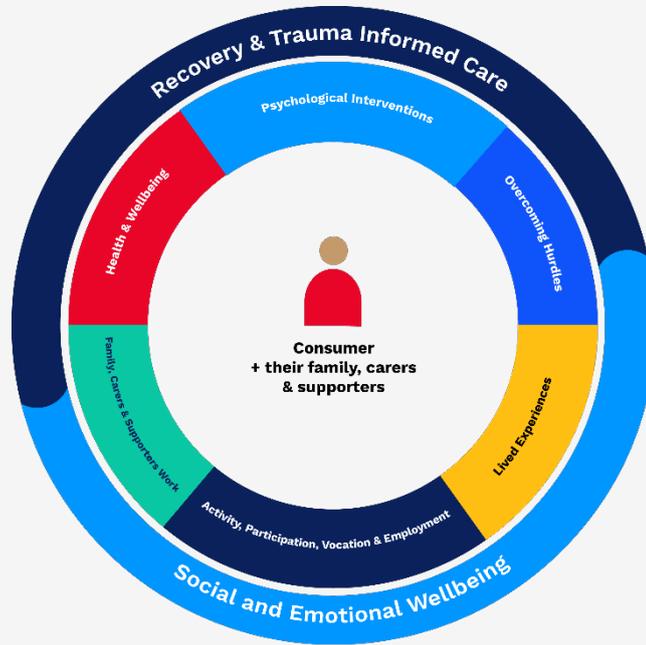
ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

Date



Community Core and Specific Evidence-Based Practice

Psychological Interventions	Family, Carers and Supporters Work	Health & Wellbeing	Activity, Participation & Employment	Lived Experiences	Overcoming Hurdles
Early Warning Signs & RWP discussion	Initial Conversation with Family/Carer	Physical health screening	Initial Conversation about activity, participation and vocation	Initial Conversation about consumer peer support	LSI-R:SV
CBT Fundamentals	Family/Carer Fundamentals	Physical health conversations	APQ6	Initial Conversation about family, carer and supporters peer support	SUBA
	Family Violence Screen	Physical health assessment	Driving Screen		AOD Harm Minimisation
		Metabolic monitoring	Sensory Approaches		AOD Relapse Prevention
CBT for Psychosis		Medication safety, education & advocacy		PeerZone	Specialist Supportive Clinical Management for Eating Disorders
Acceptance & Commitment Therapy (ACT)	Single Session Family Consultation		Activity Engagement	Consumer led inpatient groups	Forensic Risk Management Planning
Therapies for Borderline Personality Disorder	Multiple Family Group	Equally Well Physical Health Program	Therapeutic Activity Groups	Consumer Peer Support-led Community Groups	Forensic Risk Reduction Treatment
CBT for co-morbid Anxiety & Depression	Family Therapy	Medication Alliance	Vocation and Employment Support	Individual Consumer Peer Support	AOD Motivational interviewing
Be Well Live Well - Early Warning Signs Relapse Prevention Program	FaPMI Programs	QUIT Program	Sensory Assessment & Interventions	Family Peer Support-led Groups	Refer to Detox
	Family Violence Assessment (MARAM)		Driving Assessment	Individual Family, Carer & Supporters Peer Support	Autism Consultation and Evaluation Services (ACES)