



## POSITION DESCRIPTION

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<b>Position Title:</b>	Mental Health Clinician – Pathways Care Team
<b>Service:</b>	<b>Parkville Youth Mental Health and Wellbeing Service (PYMHWS)</b>
<b>Location:</b>	Parkville / Sunshine / Werribee.
<b>Reports To:</b>	Region A/B Pathways Care Team Leader
<b>Enterprise Agreement:</b>	Victorian Public Mental Health Services Enterprise Agreement 2024–2028 / Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021 - 2025
<b>Classification:</b>	Registered Psychiatric Nurse Grade 3 (NP81 – NP83; NP74) / Occupational Therapist Grade 3 (YB24 – YB27) / Social Worker Grade 3 (YC46 – YC49) / Psychologist Grade 2 (PK1 - PK4)
<b>Immunisation Risk Category:</b>	Category A
<b>Date of Review:</b>	June 2027

### **Parkville Youth Mental Health and Wellbeing Service (PYMHWS)**

**Parkville Youth Mental Health and Wellbeing Service (PYMHWS)** is Victoria's first standalone public mental health service designed specifically for young people aged 12 to 25. Operational from July 2025, PYMHWS is leading a bold transformation in how youth mental health is accessed, experienced, and governed across Melbourne's north and west.

We deliver specialist, community, and inpatient services to young people experiencing, or at risk of mental ill-health. Our multidisciplinary teams are based at Parkville, Footscray, Spotswood, Sunshine, Wyndham, Cherry Creek and Malmsbury, working closely with families, carers, supporters and kin to provide developmentally appropriate, evidence-based, trauma-informed, inclusive care, grounded in lived experience.

At PYMHWS, every decision - from the front desk to the boardroom - centres on what young people need to live the lives they want to lead.

We partner with Orygen, bringing their world-leading research and knowledge translation expertise into care delivery. Together, we are building an integrated service model that connects Orygen-operated headspace centres with PYMHWS clinical services, creating a unified care experience.

As we grow, we're building a service with - and for - young people. One that reflects the diversity of our communities, embraces continuous learning and the generation of new knowledge, and strengthens the mental health system around it.

**At PYMHWS, we:**

- Foster a safe, supportive and inclusive workplace - where the health, safety and wellbeing of young people, families, colleagues and visitors are actively protected.
- Speak up for safety and equity - raising concerns and escalating issues when needed, to ensure high standards of care and conduct.
- Deliver Safe, Timely, Effective, Efficient, Equitable, Person-centred Care (STEEEP) in alignment with our clinical governance framework and our youth-first approach.
- Promote diversity, inclusion and equal opportunity - creating a workplace free from discrimination, harassment or bias, and reflecting the communities we serve.
- Comply with all relevant policies, procedures, professional standards and legislation - including those related to clinical care, health and safety, risk, privacy, and equal opportunity.

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## Department Description

The Pathways Care Team is a new program being established as part of our community expansion. The program will be part of PYMHWS's Continuing Care Team (CCT).

The PYMHWS's CCT has a number of specialised streams who offer targeted interventions for psychotic disorders (including young people at 'ultra-high risk' of psychosis), mood disorders, personality disorders, substance use disorders, eating disorders, neurodevelopmental disorders and forensic mental health. Streams are supported by the Psychosocial Recovery program and the Community Development program.

The Pathways Care Program (Pathways) will sit alongside the specialised streams and expand the CCT service delivery model by providing short term, team based care for young people who present with tertiary level mental health needs, but where specialist early intervention programs are not yet indicated or need for this cannot be determined at intake. Pathways aims to increase access to appropriate tertiary support and improve outcomes for young people.

Pathways will offer case management with a strong emphasis on care coordination, collaborative care, and engagement to support assessment and brief intervention. Pathways has a strong focus on establishing connections and brokering services to help young people navigate complexities in their lives prior to support engagement in assessment and/or treatment outside of tertiary mental health wherever possible.

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## Position Summary

Working within a supportive and specialist multidisciplinary team, the Mental Health Clinician will provide evidence-based interventions, brief interventions, psychological therapy and clinical case management for young people experiencing severe and complex mental health issues.

The Mental Health Clinician is responsible for devising, implementing and evaluating an appropriate treatment plan for each young person and their family/carers. This involves provision of clinical assessments, psychological treatments, home-based assertive outreach to facilitate engagement and case management tasks, such as liaison with other agencies and advocacy on behalf of the young person.

The Mental Health Clinician will function autonomously, carry a caseload of clients, participate in clinical review meetings and practice according to the philosophy and protocols of the service. The position includes regular supervision, professional development and training opportunities.

The Mental Health Clinician may be required to provide interventions to young people from a range of PYMHWS acute and community services and spend time working within programs such as the Youth Access Team and/or the bed-based services.

The service operates over a number of sites and staff may be required to work from these and be based at one or more sites, including, Parkville, Wyndham, Sunshine or other sites within the catchment.

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## Key Accountabilities

### Clinical Practice

- Complete timely and comprehensive mental health assessments, including formulation, psychologically informed interventions, crisis interventions, family work, and systems containment.
- Deliver client-centred care through individual service plans, crisis management plans, and outcome measures, consistent with the PYMHWS model of care.
- Document client progress clearly and accurately in client files, including contact sheets and discharge summaries.
- Attend clinical review meetings and contribute relevant insights.
- Manage clinical risk and implement risk reduction strategies.
- Provide (or develop skills in) integrated care for clients with dual diagnoses.
- Apply evidence-based, culturally-safe, and trauma-informed principles in all interactions, particularly for LGBTQI+, Aboriginal and Torres Strait Islander, and culturally and linguistically diverse populations.

### Service Delivery

- Ensure clinical care aligns with PYMHWS values – client-focused, accessible, responsive, and evidence-based.
- Work collaboratively with PYMHWS colleagues and multidisciplinary teams.
- Contribute to a culture of caring, continuous improvement, teamwork, and high service standards.
- Support the Pathways Care Team leadership to implement family inclusive practice as a core component of service delivery.
- Participate in ongoing service improvement activities and initiatives.
- Perform other duties as directed, in line with role and scope.

### Partnerships and Collaboration

- Establish and maintain partnerships with external agencies such as Drug and Alcohol services, Youth Justice, and primary care providers through consultation, liaison, education, and collaborative projects.
- Engage with consumers, carers, and families to support inclusive care planning.
- Collaborate across services to support shared care approaches and coordinated support.

### Safety, Risk and Wellbeing

- Support and participate in OHS policies and procedures; report unsafe practices or environments.
- Implement and monitor risk management activities, ensuring effective controls and corrective actions are in place.



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## **PYMHWS Core Cultural, Leadership & Safety Responsibilities**

These responsibilities apply to all roles at PYMHWS and form the foundation of our culture. They reflect our commitment to safety, inclusion, wellbeing and transformational leadership - at every level of the organisation. Aligned with PYMHWS's strategic goals and operational priorities, these behaviours ensure we are here for youth, together - and focused on delivering outcomes that matter.

### **Psychological safety & inclusion**

- Create and maintain a psychologically safe team environment where all voices are heard and respected.
- Model inclusive behaviours and actively challenge stigma, bias and discrimination.
- Speak up for safety, wellbeing and alignment with PYMHWS values - including cultural safety for Aboriginal and Torres Strait Islander peoples.

### **Leadership at every level**

- Demonstrate leadership in your area of work, regardless of role title, by taking ownership, influencing positive change, and modelling integrity.
- Mentor others where appropriate, share knowledge generously, and contribute to a learning culture.
- Engage in honest, constructive feedback - giving and receiving with a growth mindset.

### **Alignment with strategic vision, outcomes & priorities**

- Contribute to the achievement of our strategic and operational priorities, including youth-first care, workforce wellbeing, system transformation and strong partnerships.
- Be accountable for delivering measurable outcomes - for young people, families and colleagues.
- Make decisions that align with our purpose: reimagining how youth mental health is accessed, experienced and delivered.

### **Wellbeing & safe practice**

- Prioritise your own wellbeing and that of your colleagues, in line with our whole-of-service wellbeing approach.
- Work to your full scope of practice and escalate when support is needed.
- Participate actively in safety initiatives, risk management and quality improvement.

### **Continuous learning & improvement**

- Commit to ongoing professional learning, cultural development and reflective practice.
- Support innovation, research translation and systems thinking to improve outcomes for young people.
- Seek feedback on your work including participation in formal performance and annual discussion review processes.

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## **Key Relationships**

### **Internal Stakeholders**

- Pathways Care Team Program Lead
- Pathways Care Team Consultant  
Psychiatrist

### **External Stakeholders**

- Primary Providers
- Key agencies
- Community groups

- Pathways Care Team workforce
- PYMHWS YAT and Specialist Streams within the CCT
- PYMHWS Workforce
- Drug and Alcohol services
- Education Services and Vocational Programs
- Youth Justice and Primary Care Providers
- Orygen
- Department of Health, Victoria

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## 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.).

#### *Social Workers:*

- An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.

#### *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.

#### *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 (or eligibility to enter a registrar program as a clinical, forensic or clinical neuro psychologist with the Psychology Board of Australia where relevant).

### Essential:

- A minimum of 12-24 months' experience in clinical practice within the mental health field, including young people experiencing mental health disorders.
- Demonstrated experience in providing targeted crisis support and/or case management.
- Ability to develop, implement and evaluate client-centred individual service plans, risk assessments and diagnostic formulations.
- Capacity to provide, or develop skills in, integrated assessment, treatment and care for dual diagnosis clients.
- Knowledge of the rationale and evidence for early intervention in mental illness.
- Ability to work collaboratively and effectively with young people and their families/carers.
- Ability to work independently and effectively within a multidisciplinary team including both clinical and research teams.
- Demonstrated interpersonal and communication skills (written and verbal) as well as abilities in problem solving and negotiation.

- Ability to document care as required and comply with expectations for data collection e.g. contacts.
- Capacity to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system including primary care, AOD agencies, employment and housing services, and PDRSs.
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences.
- Willingness to work from a community-based site and across multiple sites if required.
- 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.
- A current Victorian driver's licence.

Desirable:

- Nursing: Evidence of current Continuing Professional Development as outlined by ACMHN or RCNA. Evidence ACMHN Credentialed Mental Health Nurse (CMHN)
- Occupational Therapists: OT Australia Accredited Occupational Therapy status (AccOT).
- Social Workers: MAASW (Acc) or AASW Accredited Mental Health Social Worker status
- A working knowledge of community-based organisations and human services organisations.
- Understanding of the Children & Young Person's Act, Mental Health and Wellbeing Act 2022 and other Acts/ legislation relevant to working with young people in a mental health setting.
- Knowledge of relevant guidelines, plans and strategies related to the mental health service system (such as Victorian Mental Health Reform Strategy, National Standards for Mental Health Services).

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## Key Performance Indicators / Success Measures

Your performance will be measured through your successful:

- Demonstration of PYMHWS values - putting people first, leading with kindness and achieving excellence together
- 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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## Conditions of Employment

PYMHWS is a child-safe organisation and is committed to promoting and protecting the safety and wellbeing of all young people and embedding safeguarding practices into all our programs and services.

All employment appointments are required to:

- hold a valid Working with Children Check
- Police Check
- Provide evidence of Immunisation history consistent with risk category defined for this role
- Availability to work across multiple locations within the Melbourne metropolitan area



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**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 Parkville Youth Mental Health and Wellbeing Service (PYMHWS) reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

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Employee Signature

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Employee Name (please print)

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Date