



Position	Clinical Lead		
Reports to	Chief Executive Officer	Tenure	Full-time
Direct reports	Key Workers, Support Workers, Casual/ Training staff		
Classification	BushMob Enterprise Agreement 2016 with regard to the Social, Community, Home Care and Disability Services Industry Award	Location	Alice Springs

PRIMARY OBJECTIVE

The Clinical Lead guides the therapeutic work at BushMob. They support staff with journey planning, reflective practice, clinical supervision, and ensure the service is trauma-informed and culturally safe. The Clinical Lead helps staff work through complex situations, develop meaningful plans, and stay well in their roles. They champion practice that respects culture, promotes healing, and values each young person’s story. The Clinical Lead works closely with the CEO and Operations Manager to support service planning and development.

Commitment to Child Safety

BushMob Aboriginal Corporation is committed to maintaining and prioritising the safety and wellbeing of all children and young people who access BushMob’s activities, service, programs and facilities. Successful applicants will be subject to obtaining a satisfactory national police check and NT Working with Children (Ochre) Card.

Key Responsibilities:

- Provide regular clinical supervision and facilitate reflective practice sessions to support staff wellbeing, skill development, and safe practice.
- Support staff and young people in care planning, case reviews, and goal setting, ensuring plans are practical, strengths-based, and responsive to individual needs.
- Ensure all practice is culturally safe, trauma-informed, and aligned with BushMob’s Model of Care.
- Promote consistency in therapeutic approaches across the service, supporting staff to work in a coordinated and structured way.
- Work alongside community Elders, clinicians, and external partners to strengthen culturally grounded and holistic support for young people.
- Maintain commitment to ongoing training and professional development, ensuring practice remains relevant and responsive to the needs of young people.
- Contribute to service evaluation, outcome measurement, and continuous improvement activities, supporting the ongoing development of programs in line with BushMob’s Model of Care.
- Actively participate in team meetings, case discussions, and planning forums, contributing clinical insight and supporting shared decision-making.
- Support quality assurance processes, including documentation, audits, and accreditation requirements, ensuring the service meets relevant standards and maintains a high level of care.



Key Performance Indicators (KPI):

- **Report to Funding Bodies and Drive Service Delivery:** Maintain key relationships with funding bodies and report on contractual obligations.
- **Clinical Supervision and Reflective Practice:** o Maintaining regular individual or group supervision with Staff.
- **Care Planning and Journey Support:** o Young peoples Journey plans are kept up to date with monthly reviews supported by Key Workers.
- **Practice and Cultural Safety:** o Young person, Community and Stakeholder consultations and exit interviews show trauma informed and culturally safe practices.
- **Incident Support and Case Debriefs:** o All Incidents are reported in line with policies and procedures, debriefs provided in a timely manner.
- **Staff Development and Capacity Building:** o Deliver regular training to staff members, peruse and refer staff members to appropriate external providers.

Selection Criteria:

Essential:

- Qualifications in social work, psychology, or related field.
- Experience in clinical supervision and therapeutic leadership.
- Strong understanding of trauma, culture, and youth development.
- Excellent communication and collaboration skills.
- Ability to work flexibly to support young people and staff.
- Current National Police Check and Ochre Card (or willingness to obtain one or both).

Desirable:

- Experience in Central Australian or remote communities.
- Training in cultural supervision or reflective practice.
- Be of Aboriginal or Torres Strait Islander decent.

Cultural Safety Statement:

BushMob is committed to creating a culturally safe and inclusive workplace. We strongly encourage Aboriginal and Torres Strait Islander peoples, and those with lived experience, to apply.