

## Position Description

### Program Lead, Cultural Supervision

<b>Division</b>	First Nations Wellbeing and Engagement	<b>Level</b>	HS6
<b>Reports to</b>	National Manager, First Nations Wellbeing and Healing	<b>HPSS Stream</b>	Health Professionals

### about headspace

headspace is Australia's National Youth Mental Health Foundation, providing early intervention mental health services to 12-25 year olds.

Each year, headspace helps thousands of young people access vital support through our headspace centres in communities across Australia, our online and phone counselling services, our vocational services, and our presence in schools.

**our vision** An Australia where every young person's mental health and wellbeing are valued and supported.

**our purpose** headspace is expert in the design and delivery of youth mental health services. Our purpose is to strengthen the mental health and wellbeing of all young people by delivering services and programs that respond to their changing, diverse needs.

**the headspace way** At headspace, we have a strong and purpose led culture, guided by our values and the headspace way. Learn more about the headspace way [here](#)

Find out more about headspace, who we are, our services, and our values [here](#)

### about the role

The Program Lead, Cultural Supervision will lead and deliver culturally informed individual and group cultural supervision to staff across the headspace Centre Network and the Digital Mental Health Programs (DMHP). The role strengthens culturally safe practice across headspace by supporting clinicians and First Nations staff to reflect on their work, deepen their cultural understanding, and apply the principles outlined in the Cultural Supervision Framework.

This position sits within the First Nations Wellbeing and Engagement (FNWE) Division, in the Wellbeing & Healing team. FNWE advocates for the needs of Aboriginal and Torres Strait Islander young people and strengthens cultural capability across the headspace network. The Wellbeing & Healing team focuses on embedding cultural safety in the clinical delivery of the headspace model of care, grounded in First Nations approaches to Social and Emotional Wellbeing and guided by FNWE cultural governance.

The role also works across Digital Mental Health Programs including eheadspace, telepsychiatry, headspace Connect, and Regional Phone Counselling to support culturally safe and responsive online mental health service delivery.



Using the Cultural Supervision Framework as the guiding foundation, the role focuses on the delivery of high-quality cultural supervision, coordination of supervision activities, and support for a small number of subcontracted cultural supervisors to ensure cultural integrity, consistency, and safety across the program.

## key responsibilities

### Cultural Supervision Delivery

- Deliver high-quality individual and group cultural supervision in alignment with the Cultural Supervision Framework.
- Facilitate reflective, culturally safe supervision that supports culturally responsive practice.
- Draw on First Nations knowledge systems, lived experience, and relevant clinical or practice experience.
- Maintain appropriate supervision documentation, logs, and session records.

### Program Coordination & Quality

- Coordinate the scheduling, intake, matching, and communications associated with cultural supervision delivery.
- Support and liaise with subcontracted cultural supervisors through culturally appropriate coordination, peer support and agreed quality processes, in alignment with the Cultural Supervision Framework and FNWE cultural governance structures
- Contribute to continuous improvement and evaluation activities related to cultural supervision.

### Stakeholder Engagement

- Build and maintain strong relationships across FNWE, Digital Mental Health Programs, headspace Centres, Lead Agencies, and other internal and external stakeholders.
- Represent the Cultural Supervision Program in relevant meetings, communities of practice, and internal forums relevant to cultural supervision and workforce development

### Contribution to FNWE & Digital Mental Health Programs

- Contribute cultural knowledge and insights to relevant FNWE and DMHP projects, resources, and initiatives.
- Participate in team planning, reporting, meetings, and organisational activities.

### General Responsibilities

- Demonstrate the professional and practice capabilities relevant to this role.
- Comply with the headspace Code of Conduct and Values.
- Continually build upon knowledge and understanding of Aboriginal and Torres Strait Islander peoples and culture.
- Any other duties consistent with the requirements of the role.

## selection criteria

The following criteria **must** be met to be considered for this position.

- **This is an Identified position** – the occupant must be an Aboriginal and/or Torres Strait Islander person.\*
- Tertiary qualifications in **psychology, social work, counselling, mental health, allied health** or a related field, with eligibility for appropriate professional association membership (where applicable).
- **Clinical experience** in mental health, social and emotional wellbeing, or related settings, including assessment, therapeutic or supportive interventions, and reflective practice.



- Experience in the **provision of cultural and/or clinical supervision**, mentoring, or structured workforce support.
- Strong knowledge and understanding of **Aboriginal and Torres Strait Islander cultures**, social and emotional wellbeing frameworks, and the impacts of colonisation.
- Demonstrated ability to provide **culturally safe and culturally informed support** to both First Nations workforce and non-Indigenous clinicians.
- Proven ability to develop strong, respectful relationships with First Nations communities, organisations, and representatives.
- Highly developed organisational and administrative skills, including the ability to manage competing priorities, maintain documentation, coordinate multiple supervisees, and work to deadlines.
- Excellent interpersonal and communication skills, with the ability to work sensitively and effectively with people from diverse backgrounds and disciplines.
- Ability to work both autonomously and collaboratively within a geographically dispersed national team.
- Willingness and capacity to travel interstate when required.

The following criteria are **not essential** to be considered for this position, but may be an advantage.

- Experience providing mental health or SEWB-informed care in youth, community, or digital mental health settings.
- Experience in **telehealth, online service delivery, or digital mental health environments**, or willingness to learn.
- Experience working in primary health, mental health, youth services, or Aboriginal Community Controlled settings.

*\* Please note, this position may only be performed by an Aboriginal or Torres Strait Island person. This is a necessary special measure that intends to secure adequate advancement of Aboriginal and Torres Strait Islander groups and individuals and promote substantive equality, in accordance with the Racial Discrimination Act 1975 (Cth).*

## mandatory licences, registrations and/or compliance certifications

The following criteria **must** be met to be considered for this position.

- Maintain a satisfactory National Criminal History check
- The incumbent must hold a valid Working with Children Check (WWCC) for all Australian states and territories, except for New South Wales and Tasmania, unless residing in either of these states.
- Eligibility for membership or registration of an appropriate professional body. Social workers are required to be eligible for full membership with AASW (AND registration with Social Workers Registration Board of South Australia), Psychologists, nurses, and occupational therapists are required to have full registration with AHPRA. Counsellors are required to be eligible for Level 3 membership with ACA or Clinical level membership with PACFA, within the relevant scope of practice guidelines.



## our commitments and expectations

At headspace, we are committed to creating safe, inclusive and high-quality programs and services for young people and their families. We strive to create a workplace where everyone feels safe, respected and supported. Everyone at headspace plays a part in upholding the values and principles that guide our work every day.

### First Nations Strategy

headspace is committed to ensuring that our services are culturally safe and responsive to the needs of First Nations young people, their families, communities, and First Nations Staff across all headspace services. We are Accountable to our First Nations Strategy and guided by our Principled Approach - a series of eight principles: **Self Determination, Value, Relationships, Collaboration & Partnership, Cultural Connection & Consultation, The Journey is Important, Allyship and Lead with Integrity**. This work is led by First Nations voices, supported by strong allyship, and shared across all parts of the organisation – from our model of care and workforce to governance and partnerships.

### Child Safety

At headspace, we're committed to creating a safe, inclusive and supportive environment for all children and young people. Everyone at headspace plays a role in ensuring the safety and wellbeing of children and young people is a priority. We take our duty of care seriously, act early to prevent harm and have zero tolerance for child abuse, harm and neglect.

### Diversity and Inclusion

headspace is committed to eliminating all forms of discrimination in its programs and services. headspace celebrates and values all identities, experiences, cultures, abilities, faiths, bodies, sexualities, and gender identities through continuous reflection and ongoing improvement. headspace celebrates and values the diverse and intersectional living experiences of lesbian, gay, bisexual, transgender and gender diverse, intersex, queer and asexual (LGBTIQA+) young people, family and communities.

### Quality and Safety Responsibilities

We deliver safe, high-quality services that make a meaningful difference in the lives of young people. Every employee plays a role in supporting safe, inclusive, person-centred care by following policies, raising concerns, and contributing to a culture of continuous improvement. We comply with relevant standards, legislation, and work within our scope to achieve the best outcomes for young people, families and communities.

<b>Approved by:</b>	Daniel Knapp Executive Director, First Nations Wellbeing and Engagement	<b>Date:</b>	23 April 2026
<b>Agreed by:</b>		<b>Date:</b>	

