

Position Description

Position Title:	Mental Health Clinician
Service/Program:	Youth Enhanced Service
Approved By:	General Manager Operations
Date Effective:	August 2025

Our Organisation

RAV is a secular, community-based, not-for-profit organisation with more than 75 years' service delivery experience. Our vision is for positive, respectful, safe and fulfilling relationships for all Australians. Our objective is to relieve suffering, distress and helplessness and to enhance physical, social and emotional wellbeing. Our services are for all members of the community, regardless of their religion, age, gender, sexual orientation, lifestyle choice, cultural background or economic circumstances. We provide services across metropolitan Melbourne and regional Victoria, through a network of centres, outreach locations and via telephone and telehealth.

Our Values

Inclusiveness, respect, integrity, transparency, accountability, effectiveness, innovation and compassion.

Position Purpose

The purpose of this position is to work as part of a multidisciplinary team providing comprehensive, evidence-based clinical case management, assessment, and psychological interventions to young people aged 12 – 25 who experience complex and longstanding mental health issues, inclusive of family/significant others. This cohort of young people are commonly referred to as the system's 'missing middle' as their needs are typically considered too complex for the primary mental health care system, and not acute enough for the tertiary mental health system. They therefore often experience inconsistent care or do not receive appropriate or timely mental health services due to a range of access issues.

This position is covered by the Relationships Australia Victoria Staff Enterprise Agreement (SEA) but otherwise would be covered by the Social, Community, Home Care and Disability Services Industry Award 2010.

Position Specifications

Service: Youth Enhanced Service. RAV's Youth Enhanced Service provides support to young people aged 12 – 25 who are experiencing moderate to severe mental health challenges. Utilising a multi-discipline, collaborative care approach, skilled Mental Health Clinicians can provide support for up to 12 months

Line manager	Manager Youth Mental Health Services
Manages	Nil
Key external liaison	Young people, their families and friends that access the YES program, Gippsland Primary Health Network staff, Consortium partner organisations and staff, local youth, health and community service providers, schools and staff, Government departments, ministers and staff, other external partners, vendors, providers and key stakeholders
<i>Note: Reporting arrangements may change from time to time to meet business requirements</i>	

Position Summary

As one of the first and ongoing contact points for young people accessing the YES service, the Mental Health Clinician will build a positive rapport with a wide range of young people, as well as their family and friends.

The Mental Health Clinician will use a young person-centred approach to manage a clinical caseload of young people with complex presentations, and will be skilled in completing best practice bio-psycho-social mental health assessments, undertaking risk assessments and managing risk presentations in consultation with relevant senior team members – both during the Intake process and the episode of care. The incumbent will work to provide comprehensive, evidence-based therapeutic mental health services to clients, and will participate in clinical review and supervision, ensuring service standards are met.

The Mental Health Clinician works as part of a multidisciplinary team, YES community of practice, including general practitioners, peer youth worker, allied health clinicians, and headspace staff. They will also work closely with local community and partner youth and health services to provide holistic and integrated care, ensuring alignment with the YES model of care and Relationships Australia Victoria (RAV) policy and procedures.

Key Result Areas (KRAs)

Area	Tasks
Clinical practice – clinical assessment and reporting	<ul style="list-style-type: none"> • Delivery of services using a holistic approach, balance engagement with quality and evidenced based practices that address mental health and psycho-social needs and risks. • Provide and document mental health assessments, including completion of mental state examinations, case formulations, relapse prevention plans and individual treatment planning. • Provide risk assessments and develop and implement appropriate crisis response and safety plans. • Provide evidence-based psychological and psychosocial interventions for individuals and groups. • Ensure bio-psycho-social assessments of young people are family inclusive and culturally appropriate using the Initial Assessment and Referral Decision Support Tool (IAR DST). • Undertake the required screening and assessment of needs, prioritising and making appropriate follow up appointments and referrals. • Use a collaborative practice approach to develop, implement and evaluate appropriate treatment plans, reflective of the young person’s priorities and needs. • Manage a caseload of young people with complex presentations and deliver the agreed number of sessions at the times negotiated. • Be innovative in clinical service provision and contribute to current evidence-based practice according to the values, standards, guidelines and protocols of the service, including data collection and outcome measurements. • Maintain data, reporting management and consumer information, ensuring that records are accurately documented, stored and meet both organisational and legislative requirements. • Participate in supervision, professional development, and reviews. • Undertake outreach to initiate and maintain contact with young people at risk of disengagement from services and community.
Client engagement and contact with key stakeholders/groups	<ul style="list-style-type: none"> • Effectively engage with, coordinate care, and provide clinical interventions for young people aged 12-25 years who request service from the YES program. • Build a positive rapport with a wide range of young people, as well as their family and friends. • Refer young people to internal and external services as appropriate and provide follow up support. • Respond to phone calls and enquiries via the access and intake system, screening and assessing needs, prioritising and making appropriate follow up appointments and referrals.
Policies, procedures and systems	<ul style="list-style-type: none"> • Adhere to, and comply with RAV organisational policies, processes and procedures, using appropriate systems where required. • Model the organisation’s values, play a role in raising the profile of these values and associated behaviours across the organisation including a positive contribution to workplace harmony and displaying cooperative team behaviour. • Proactively communicate, identify, report, assess OHS related risks and hazards within the centre(s).
Policies procedures and systems	<ul style="list-style-type: none"> • Comply with policies, procedures and systems as required. • Model the organisation’s values and contribute to the workplace culture. • Identify, communicate, report OHS related risks and hazards within the workplace.
Continuous improvement	<ul style="list-style-type: none"> • Demonstrate commitment to team / centre objectives and strategic priorities. • Identify, develop and support new initiatives, quality, continuous improvement activities to support organisational requirements.
Other	<ul style="list-style-type: none"> • This position description is not an exhaustive list of responsibilities.

Position descriptions are regularly reviewed to ensure they meet RAV’s needs. These may be changed by general or department managers, and/or the Chief Executive Officer at any time. Current position descriptions are accessible at any time on SharePoint.

	<ul style="list-style-type: none"> • Additional responsibilities not listed may be required; these may change from time to time to reflect the needs of our clients and the service but will remain at the same level of responsibility aligned to this position. • You are expected to perform different tasks which fit with your skills, abilities and knowledge, as may be necessary due to business, workplace, service changes.
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Key Performance Indicators (KPIs)

- Provision of professional, high-quality services to young people.
- Efficient processing/completion of young person’s details into client management system and effective record keeping.
- Provision of professional, high quality clinical (individual and group) services to clients and achievement of required targets.
- Effective participation in supervision (individual and group) and professional practice development.
- Positive feedback from young people on services provided.
- Prompt reporting of notifiable incidents to the Clinical Coordinator and centre/services Manager.
- Compliance with YES and RAV policies and procedures.

Key Selection Criteria (KSC)

Mandatory KSC:

- Degree qualified in an allied health discipline including social work, mental health nursing, occupational therapy or psychology.
- Current registration with the Australian Health Practitioner Regulation Authority (AHPRA) or current full membership with the Australian Association of Social Workers (AASW).
- Excellent organisational and time management skills, including the ability to prioritise and manage multiple and competing work tasks and deliver to agreed deadlines.
- Candidates with demonstrable skills, from previous experience with organisations and/or culturally diverse client groups, staff and workforces or stakeholders are highly valued at RAV.
- Demonstrated understanding of the challenges and experiences of young people from diverse backgrounds including young people who are from rural and remote settings, culturally and linguistically diverse, Aboriginal and Torres Strait Islanders, and Lesbian, Gay, Bisexual, Transgender, Queer, Intersex (LGBTQI).
- Current Drivers License and access to a car.

All employees will be required to undertake a National Police Check, International Police Check (if applicable), and have a current Working with Children Check throughout their employment.

Desirable KSC:

- Post graduate qualifications in an area related to youth mental health.
- Experience working in a role with culturally and linguistically diverse clients, stakeholders and staff (preferable)

We encourage applications from First Nations peoples, people from under-represented culturally and linguistically diverse backgrounds, people from lesbian, gay, bisexual, transgender, intersex, queer, asexual (LGBTIQ+) communities, and people living with disability.



We acknowledge the First Nations and Torres Strait Islander peoples as the Traditional Owners of the lands and waterways of Australia. We support Aboriginal people’s right to self-determination and culturally safe services. We recognise the lifelong impacts of childhood trauma. We recognise those who had children taken away from them.

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