

Clinical Team Leader - headspace

Why choose this role at Latrobe Community Health Service?

At Latrobe Community Health Service you'll be part of a positive and passionate workplace.

We're dedicated to providing you with career opportunities through work that is rewarding and meaningful within the community.

Our origins as a community health organisation began with a focus on developing and providing the primary health services and grassroots programs our communities most needed and wanted. As we've grown, we've maintained our community focus by providing services that make a difference to the communities we serve.

Our operations already provide jobs and careers for more than 1,000 medical, dental, nursing, allied health, counselling and social work, disability services and corporate professionals across 40 communities. We are well established, trusted in our communities and our continued growth will only create more experiences and opportunities for you.

	Hourly rate dependant on qualifications and experience
Remuneration:	\$55.7237 - \$58.1884 per hour (SACS) \$62.93 per hour (Nurse) \$55.5979 per hour (Allied Health) \$64.1832 per hour (Psychologist)
	Superannuation 12% of cash salary Eligible for salary packaging benefit - \$15,990 (Gross value of full benefit of optional salary packaging after tax - up to \$9,771)
Classification:	SACS Level 6, Pay Point 1 to 3 Community Health Nurse – In Charge (ZA1) Allied Health Professional Grade 3 Psychologist Grade 4
	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022
Agreement/Award:	Nurses And Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024-2028 Allied Health Professionals (Victorian Community Health Centres) (Multi-Employer) Enterprise Agreement 2022-2026 Psychologists, Dietitians, Audiologists and Pharmacists (Victorian Stand Alone Community Health Services) Enterprise Agreement 2023-2026

Hours:	76 hours per fortnight (or 80 hours with an ADO once a month)
Employment Type:	Full time
Position Tenure:	Permanent
Location:	headspace Morwell
Position Reports to:	Manager headspace Morwell and Youth Services
Program:	headspace Morwell and Youth Services
Direct Reports:	Triage Officer Mental Health Clinicians (headspace) Youth Workers Youth Community Engagement Worker Social and Emotional Wellbeing Worker Youth Access Workers

You can learn more about Latrobe Community Health Service at www.lchs.com.au/careers

Scope of Role

Reporting to the Manager headspace Morwell and Youth Services, the Clinical Team Leader – headspace is responsible for providing clinical and operational leadership to the headspace program team.

The Clinical Team Leader ensures the effective day to day delivery of high quality, evidence based practice to meet the needs of young people requiring early intervention mental health support and their families.

The Clinical Team Leader provides clinical supervision, operational oversight, and leadership across all aspects of the headspace program, supporting staff performance and development, and maintaining service delivery in line with funding, regulatory, and organisational requirements, with the support of the Program Manager.

The Clinical Team Leader will also provide therapeutic intervention to a small case load.

Accountabilities

- Maintain robust clinical and operational governance systems to support safe, high quality and compliant service delivery.
- Lead clinical and operational risk management within the headspace program, escalating significant risks and issues to the Manager as required.
- Maintain and strengthen systems and processes to ensure the effective achievement of program objectives, goals and outcomes.
- Deliver evidence based counselling interventions using strengths based and person centred models of care and comprehensive assessment and treatment planning for young people, inclusive of their families/carers where appropriate.
- Investigate incidents and feedback in accordance with VHIMS guidelines and organisational policy.
- Work with the Manager to ensure delivery of headspace services aligns with the headspace Model Integrity Framework (hMIF), the headspace Morwell and Youth Services Clinical Governance Framework, and relevant practice guidance.
- Contribute to ongoing program evaluation and continuous improvement initiatives in collaboration with the Manager.

- Provide clinical and operational supervision to designated staff, including the provision of sound clinical advice and practice guidance.
 - Facilitate tri-weekly sub-team meetings to support clinical oversight, communication and service coordination.
 - Proactively manage staff induction, performance development and training plans.
 - Complete performance appraisals within mandated timeframes and address performance issues promptly and constructively.
 - Monitor staff KPIs, identify discrepancies, and implement strategies with staff to strengthen performance outcomes.
 - Coordinate staff leave, timesheet compliance and approvals, ensuring clear communication with the Manager and other Team Leaders to maintain centre operations.
 - Support staff to operate within funding, legislative and regulatory requirements to achieve program KPIs.
 - Actively participate in the onboarding, recruitment and selection process of staff as requested by the manager.
-

Abilities

The criteria to excel in this role will require:

Knowledge and skills

- Demonstrated knowledge of clinical governance frameworks and best practice mental health service delivery.
- Strong understanding of risk management principles within community and youth mental health settings.
- Knowledge of the Headspace Model Integrity Framework (hMIF) and its application in service delivery.
- Sound understanding of clinical incident management processes, including VHIMS reporting requirements.
- Knowledge of relevant legislation, regulatory standards, funding agreements, and compliance obligations impacting youth mental health services.
- Understanding of performance management frameworks, workforce development principles, and supervision models.
- Knowledge of continuous quality improvement methodologies and program evaluation processes
- Strong leadership capability with the ability to provide clinical and operational oversight.
- Highly developed clinical reasoning and decision-making skills.

Personal qualities

- Excellent interpersonal skills with the ability to communicate effectively and accurately with a range of people ensuring a professional standard of customer service to all contacts, both internal and external.
- Passionate about delivering a high-quality client experience, demonstrating self-awareness, emotional intelligence and the ability to maintain a positive, solutions-focused approach.
- Ability to work both independently and collaboratively, contributing to a supportive, accountable and high-performing team environment.
- Demonstrates integrity, sound judgement and professionalism in all aspects of practice.
- Resilient and adaptable, with the capacity to remain calm and effective in high-pressure or complex situations.
- Committed to reflective practice, continuous learning and professional growth.

- Proactive and self-motivated, with a strong sense of responsibility and initiative.

Technical expertise

- Medium to high level of computer literacy and proficiency in the use of Microsoft Office suite of programs and the internet.
- Proven ability to undertake data entry, document management and navigate between databases.

Values

- An understanding of and an alignment to LCHS Values.

Our vision - 'Better health, better lifestyles, strong and inclusive communities.'

At Latrobe Community Health Service, we aim to prevent health problems through information and awareness, and to intervene sooner through the delivery of truly integrated healthcare.

We are inspired by a vision of strong, vibrant communities where more people enjoy good health and fulfilling lifestyles. Improved access to healthcare and better information about healthy lifestyle choices are the building blocks of strong communities.

Our values are our compass – they guide our decision-making and drive our performance in providing high quality, community-based healthcare. We value:

- Providing excellent customer service - actively assist our customers and clients to receive the quality services they require in a professional and courteous manner,
- Creating a successful environment - contribute to making Latrobe Community Health Service a positive, respectful, innovative and healthy place to be.
- Always providing a personal best - embrace a 'can do' attitude and go the extra distance when required, and
- Acting with the utmost integrity - practice the highest ethical standards at all times.

Qualifications

Prior to appointment, verification of qualification and/or credentialing documentation must be provided as per credentialing category, if credentialing classification 1 or 2.

Mandatory Qualifications:	▪ Tertiary qualification in a relevant mental health discipline (e.g. Psychology, Social Work, Occupational Therapy, Mental Health Nursing or equivalent).
Mandatory Registration/s/Licences:	▪ Victorian driver's licence ▪ Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) where applicable to the profession (e.g. Psychologist, Occupational Therapist, Registered Nurse), or eligibility for membership with the Australian Association of Social Workers (AASW)
Desirable qualifications:	▪ Postgraduate qualification in Mental Health, Child and Adolescent Mental Health, Clinical Practice, or a related field. ▪ Alcohol and Other Drugs (AOD) Skill Set

Essential Criteria

- Formal training and demonstrated experience in evidence-based therapeutic modalities relevant to youth mental health (e.g. CBT, DBT, ACT, family-inclusive practice).
- Experience working within the headspace service model or similar early intervention youth mental health frameworks.
- Demonstrated experience in clinical supervision and leadership within a multidisciplinary team environment.
- Demonstrated experience in assessment, formulation, safety and treatment planning.
- Demonstrated experience in managing complex clinical presentations, including co-occurring issues.

Training and Development

- Personal training plan on commencement
- Buddy team member allocated
- Self-paced online elearning orientation
- Ongoing development opportunities

Agreement/Award

The salary range for this position is set out in Schedule D of the Health and Allied Services, Managers and Administrative Workers (Victorian Stand-Alone Community Health Services) (Multi Employer) Enterprise Agreement 2022 – 2026.

Conditions and Benefits

Employees of Latrobe Community Health Service can enjoy a range of generous employment benefits. These include attractive salaries, training and development opportunities and salary packaging (Applies to permanent and fixed term tenure roles over six (6) months). More information on employee benefits can be found [here](#).

Job Requirements

<u>Health Care Worker Category:</u>	Category B
<u>Influenza Vaccination:</u>	Category A & B healthcare workers are required to receive annual influenza vaccinations unless medically exempt. Additional immunisations are strongly recommended.
<u>MARAM Tier:</u>	Tier 3
<u>Pre-Employment Checks:</u>	▪ Australian Criminal History Check ▪ International Criminal History Check (if applicable) ▪ Current Employee Working with Children Check ▪ Pre-health Declaration
<u>Credentialing Classification:</u>	▪ 1

Further information regarding employment at LCHS can be found at '[Working at LCHS](#)'

This Position Description will be reviewed from time to time in keeping with changing requirements.

Incumbent statement

I have read, understand and accept the Position Description

Incumbent's Name: _____

Incumbent's Signature: _____

Date: / /

Approved by:	Executive Director Specialist and Community Services
Date:	12.03.2026