

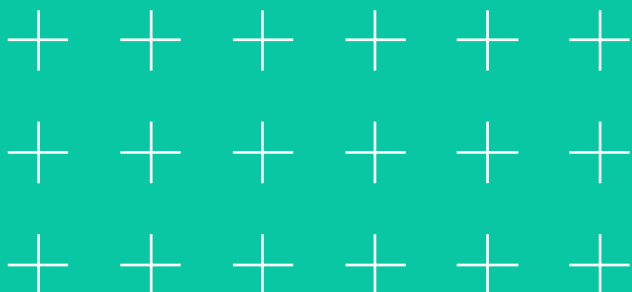


**The Royal
Melbourne
Hospital**

**Advancing
health
for everyone,
every day.**

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

**Aboriginal and Torres Strait Islander
Social and Emotional Wellbeing
Clinical Specialist**

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

Advancing health for everyone, every day.

At the RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it the Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability

Position Title:	Aboriginal and Torres Strait Islander Social and Emotional Wellbeing Clinical Specialist
Service:	Mental Health Services
Location:	RMH City Campus and other sites
Reports To:	Program Manager and SEWB Team Leader
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2024 - 2028 or Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021-2025
Classification:	RPN4 (NP75-NP77), OT4 (HR9-HR12), SW4 (HR25-HR28), P3 (PL1-PL4)
Employment Status:	Full Time - Permanent
Immunisation Risk Category:	Category A
Date of Review:	June 2026

Royal Melbourne Hospital Mental Health Services provides person-centred, recovery-oriented care, treatment and support through our multi-disciplinary workforce of skilled and dynamic clinicians, and Lived and Living experience (LLE) consumer and carer experts. We are dedicated to providing caring and high-quality specialist community and hospital-based mental health services for adults and older adults who are experiencing, or are at risk of developing a serious mental illness. We are committed to working with consumers during their recovery by offering trauma informed holistic and evidence-based treatment, which is inclusive of family, carers and kin and provided by staff with well-developed skills. Staff employed within the service are expected to identify evidence-based practice approaches and to use these within their work.

We have a robust future ahead as the lead mental health service for the Victorian Collaborative Centre for Mental Health and Wellbeing Service, and also for the Statewide Trauma Service. These leading programs will drive mental health reform across the sector, and will offer a wide range of opportunities for involvement of staff within the RMH MHS. Our partnerships with multiple community and academic organisations support our program and enable a sophisticated learning structure, with a focus on research translation.

The Aboriginal and Torres Strait Islander Social and Emotional Wellbeing (SEWB) Clinical Specialist will provide support to RMH MHS staff to facilitate the development and provision of high quality and culturally appropriate services to Aboriginal and/or Torres Strait Islander consumers and their families. The role includes provision of direct contact via welcoming Aboriginal and Torres Strait Islander consumers to the service at the different points of entry. For example, working alongside clinicians conducting initial assessments in community programs, Emergency Mental Health and inpatient units.

In addition, the position will:

- Provide short term contact and engagement conjointly with clinical staff
- Provide ongoing consultation to staff regarding culturally appropriate service delivery

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- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Contribute to organisation-wide and service/division initiatives and planning activities
- Work collaboratively with multidisciplinary teams across the service to ensure the delivery of a positive and safe experience to Aboriginal and Torres Strait Islander consumers.
- Champion and promote Aboriginal and Torres Strait Islander concepts of Social and Emotional Wellbeing, mental health and mental illness
- Join and participate in the Parkville precinct mob gathering.
- Develop systems to access Aboriginal resources for clients, families and staff; collaborate with RMH MHS staff and structures to ensure maintenance of resources
- Identify and implement strategies that encourage Aboriginal people to identify their Aboriginality (e.g. develop/access brochures, posters; review/adapt RMH MHS specific promotional material, community education).
- Advocate for the delivery of culturally safe, equitable and accessible services for Aboriginal and Torres Strait Islander peoples and their families.
- Develop and maintain positive relationships with Aboriginal Community Controlled Organisations, including the Victorian Aboriginal Health Service/Family Counselling Team and other providers as relevant.
- Contribute to the professional development and educational programs for RMH MHS and other services;

Internal

- ## External

- Victorian Aboriginal Community Controlled Health Services
- Other Aboriginal Community stakeholders
- General Practitioners
- Non-Government organisations
- AOD services
- Housing and homelessness services
- Relationship services
- Youth services
- Elder services
- Lived Experience Networks

- Formal Qualifications

- Aboriginal and Torres Strait Islander Social and Emotional Wellbeing Clinical Specialist | Mental Health Services | June 2026

- ## KEY PERFORMANCE INDICATORS

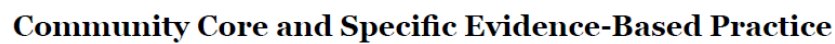
- Demonstration of RMH values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

- **Equity, Inclusion, Belonging and Safety**
 - As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.
- **First Nations Commitment**
 - We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.
- **Child Safe Standards**
 - RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.
- **Equal Opportunity and Accessibility**
 - We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.
- **Thriving Together**
 - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

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 The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Date _____



10/10