

Position Description

Schools & Communities Clinical Lead

Division	Schools & Communities	Level	HS6
Reports to	Schools & Communities Program Manager	HPSS Stream	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

Reporting to the headspace Schools & Communities Program Manager, the Clinical Lead will support the Program Manager with the development, coordination and governance of clinical practice and procedures within their team. The incumbent will be responsible for providing supervision to staff, oversee and support the consultant's service delivery and implementation of the program or projects, and support the Program Manager to capture data required for reporting.

Under the direction of the Program Manager, the Clinical Lead will also hold service delivery responsibilities that ensures alignment to the contract deliverables, and will lead and/or contribute if needed, to other headspace Schools & Communities Projects.

The Clinical Lead will be an appropriately qualified professional with experience in influencing change and working in collaborative partnerships with a broad range of stakeholders. The incumbent will possess an understanding of youth mental health issues, including suicide prevention and postvention, and knowledge of the health and education sectors. The position calls for a motivated individual who can engage, liaise and negotiate with a broad range of stakeholders and organisations.



position context

headspace Schools & Communities works to reduce the rates of youth suicide and improve mental health outcomes among Australian students and their community. This role complements the broader headspace Schools & Communities Programs and holds a strong focus on capacity building of communities and workforces.

The headspace Schools & Communities Clinical Lead has approved tertiary qualification in an allied health discipline, is an experienced leader who is innovative, familiar, and connected to education sectors and systems, experienced in the delivery of mental health initiatives with an excellent understanding of mental health and wellbeing, including suicide postvention.

The incumbent demonstrates the headspace way (organisational values) and supports these within the team. Reporting to the headspace Schools & Communities Program Manager, the headspace Schools & Communities Clinical Lead will work to ensure program deliverables are met with adherence to clinical governance policies and procedures and will collaborate with other teams within the division and headspace National to support effective knowledge transfer and processes.

key responsibilities

Under the direction and leadership of the headspace Schools & Communities Program Manager the headspace Schools & Communities Clinical Lead will;

- Input into and support the development and implementation of the program's strategic plan in collaboration with the Program Manager.
- Provide Clinical Supervision and facilitation of Group Reflective Practice to Consultants within and across teams and critical incident responses debrief as needed.
- Be responsible for the development, coordination and governance of clinical practice and procedures that incorporates evidence-based service delivery and best practice standards ensuring clinical adherence to national governance framework inclusive of identifying and supporting the management of risk.
- Be responsible for the development, coordination and governance of program resources that incorporate evidence-based service delivery and best practice standards.
- Ensure projects are well managed and monitored and deliver high quality resources and outcomes, in accordance with contractual terms and timelines.
- When required, lead the coordination of working groups to inform the delivery of projects as required.
- Lead and/or participate in clinical meetings, resource development reviews and other projects locally or nationally as directed by the Program Manager.
- Participate in the recruitment and retention of staff as required inclusive of supporting induction, orientation and capacity building of staff relating to but not confined to clinical practice and suicide postvention service delivery.
- Support the development of and maintain local collaboration and integration of Schools & Communities Programs across the broader headspace network.
- Lead and/or participate in stakeholder mapping and development of professional relationships in the health, education and community sectors, as relevant to the program.
- At the direction of the Program Manager, hold a portfolio of service delivery, region of strategic focus, deliver workshops and supports projects as required.
- Demonstrate the clinical capabilities at the level relevant to this role under the applicable Capability Framework.
- Comply with our 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 position.



selection criteria

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

- Approved tertiary qualification in an allied health discipline, including social work, psychology (clinical, counselling, and 4+2 or 5+1 pathway), mental health nursing, and occupational therapy.
- Eligibility for membership of an appropriate professional body. Social Workers are required to be eligible for full membership with AASW. Psychologists, mental health nurses, and occupational therapists are required to have full registration with AHPRA.
- Advanced level of clinical skills within mental health.
- Considerable demonstrated senior clinical experience including the provision of clinical supervision.
- Experience in planning, delivery, and evaluation processes within the project context at a strategic level. Ability and preparedness to integrate clinical practice with research and evaluation.
- Experience in contributing to service development and fostering positive, collaborative team culture.
- A broad understanding of the mental health services system in Australia, including the range of professionals that work within, or encounter, the mental health sector.
- Understanding and knowledge of the education sector, including higher education, and relevant legislation and policy issues related to education systems in Australia.
- Highly developed communication skills, both verbal and written, with an ability to interact with a diverse range of people, for example, senior health professionals, academic researchers, and service providers.
- Demonstrated experience in the production of project implementation resources.
- Advanced computer skills including Microsoft suite of products, spreadsheets and database applications and a demonstrated ability to learn new systems.

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

- Demonstrated understanding and experience in suicide prevention, trauma informed service delivery, and community led responses to critical incidents, and awareness of the associated issues.
- Demonstrated experience delivering mental health programs or initiatives in health or education and/or community settings.
- Proficient in the development and delivery of training and education packages to a range of people, across various settings.
- Experience in the not-for-profit and/or public health or education sector.
- Demonstrated experience in online service delivery, including facilitation of training.

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 their home state.
- Current home state driver licence.
- 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 by XXX 2026 (TBC)) 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.

Approved by:	Kristen Douglas	Date:	September 2024
Agreed by:		Date:	

