

POSITION DESCRIPTION

POSITION TITLE	Mental Health Clinical Lead		
POSITION OVERVIEW	The Clinical Lead provides clinical oversight, intervention, and triage services for participants in Woden Community Services' (WCS) outreach mental health programs. This role supports staff through mentoring and supervision, contributes to the development of practice frameworks and clinical resources, and leads the implementation of new initiatives, including the introduction of a fee-for-service model in mental health programs.		
CLASSIFICATION	SCS Level 6	SERVICE AREA	Mental Health
EMPLOYMENT STATUS	<input checked="" type="checkbox"/> Full time <input checked="" type="checkbox"/> Part time <input type="checkbox"/> Casual	HOURS PER WEEK	30 - 38
LOCATION	Bowes Place		
IMMEDIATE MANAGER	Executive Manager, Mental Health Services and Community Access		
INDUSTRIAL AGREEMENT	Woden Community Service Limited Enterprise Agreement 2024		

REPORTING RELATIONSHIPS			
NO OF DIRECT REPORTS	Up to 6	NO OF INDIRECT REPORTS	Up to 15

KEY RELATIONSHIPS	
INTERNAL	Executive Manager, Service Development and Operations Manager, Team Leaders and staff of Mental Health and Community Access services.
EXTERNAL	Canberra Health Services (CHS) teams, The Canberra Hospital, North Canberra Hospital, Capital Health Network (CHN), community service organisations, other Government organisations, service users, guardians and significant others.

KEY ACCOUNTABILITIES	
<ol style="list-style-type: none"> 1. Clinical Leadership <ul style="list-style-type: none"> ○ Deliver evidence-based clinical interventions and support to program participants. ○ Provide mentoring, coaching, and supervision to mental health staff, including case/risk reviews and support planning. ○ Lead the introduction and management of the fee-for-service model, including project setup, operational oversight, and sustainability planning. 2. Program Development and Implementation <ul style="list-style-type: none"> ○ Contribute to the development of clinical service models, resources, and quality improvement initiatives. ○ Establish operational procedures, work practices, and budgets to support the implementation of new initiatives, including fee-for-service. ○ Lead pilot programs or emerging technologies to improve service delivery. 3. Stakeholder Engagement <ul style="list-style-type: none"> ○ Build and maintain collaborative relationships with internal and external stakeholders. ○ Represent WCS in multi-agency collaboratives, forums, and cross-network initiatives to enhance participant outcomes. 4. Operational and Strategic Support <ul style="list-style-type: none"> ○ Monitor project outcomes, prepare reports for management and funding bodies, and ensure compliance with organisational goals. ○ Provide expert advice to staff and management on clinical and operational matters. 	

- Ensure compliance with workplace health and safety guidelines and WCS policies and procedures.
- 5. **Team Growth and Development**
 - Promote team resilience and foster a culture of collaboration and continuous improvement.
 - Identify and support professional development opportunities for staff.
- 6. **Values and Community Engagement**
 - Champion WCS values: inclusion, compassion, hope, responsiveness, integrity, and social justice.
 - Promote community awareness, help-seeking behaviours, and recovery-oriented practices through trauma-informed care.

EXPERIENCE & QUALIFICATIONS	
Essential	<ul style="list-style-type: none"> Qualification in Nursing, Occupational Therapy, or Social Work. Minimum 12 months experience in mental health field, including work with participants experiencing suicidal ideation. Proven ability to deliver high-quality clinical care, including risk assessment. Experience providing outreach support Service users. Demonstrated ability to collaborate with external stakeholders, establish best practices, and streamline referral pathways. Strong interpersonal skills for building respectful relationships with participants and their representatives. Experience in staff supervision and support. Experience delivering trauma-informed care or therapeutic interventions, such as Cognitive Behavioural Therapy, Dialectical Behavioural Therapy, or Acceptance and Commitment Therapy. Comprehensive understanding of recovery-oriented practice. Strong organisational and communication skills, with proficiency in IT systems. Effective time management and prioritisation in a dynamic work environment. Competence in triaging referrals and managing complex cases. Leadership skills with a focus on promoting team growth and resilience. Demonstrated understanding of professional boundaries, privacy and confidentiality
Desirable	<ul style="list-style-type: none"> Postgraduate qualifications in mental health, counselling, or a related discipline. Experience in risk management including suicide risk assessment and safety planning. Experience working in suicide prevention or postvention services. Accreditation with a relevant professional body (e.g., AHPRA, AASW). Knowledge of the <i>Way Back Support Service</i> model and other evidence-based suicide prevention programs. Familiarity with local mental health networks, services, and referral pathways in the ACT. Experience in implementing and managing fee-for-service models.

	<ul style="list-style-type: none"> • Experience in quality improvement processes or contributing to clinical governance frameworks.
Other	<ul style="list-style-type: none"> • Hold current registration with the relevant National Board. • First Aid Certificate. • Full driver's licence. • Full working rights in Australia. • Demonstrate at all times commitment to WCS' Purpose and Values, and follow the WCS Code of Conduct. • Ability to work outside normal business hours if required. • Ongoing employment is subject to a satisfactory Police check and maintaining a current ACT Working with Vulnerable People registration.

Document History	Original: April 2024	Revised: January 2025	Version: V3.2
Employee's name		Signature	DATE