



### Clinical Practice Lead

Be part of something new at Help aHead Caringbah, providing senior clinical leadership within a multidisciplinary team in an innovative integrated wellbeing hub.

#### 12% Super + NFP Salary Packaging

- NFP Packaging up to \$15,900 in living expenses
- Full-time positions have the option to enjoy a monthly RDO
- Work for a reputable NFP who genuinely care about their people

#### About Grand Pacific Health

Grand Pacific Health is a not-for-profit, delivering high-quality, low- or no-cost physical, mental and social health services. With over 25 locations across NSW and ACT we are a passionate team we're here for everyone, especially those experiencing or at greater risk of disadvantage.

#### About the role

This position is a full-time opportunity offered as a 12-month fixed term position, until the 30<sup>th</sup> June 2027, with possibility for extension. Full time positions have the option to enjoy a monthly RDO.

Help aHead Caringbah is an integrated, person-centred hub connecting mental health, alcohol and other drugs, physical health and psychosocial supports.

As the Clinical Practice Lead, you will provide clinical governance, leadership and oversight across the Help aHead Caringbah team. Working closely with the Service Manager, you will support high-quality, evidence-based, recovery-focused practice while ensuring safety, compliance and continuous improvement.

*This role may include extended hours as the service operates Monday - Friday, with some extended hours on these days (up to 7pm - two days per week).*

#### Benefits & Perks

- A positive work culture by offering flexible work arrangements that support your wellbeing
- Ongoing professional development and supervision
- Increase your take home pay by salary packaging up to \$15,900 + \$2,650 meals and entertainment
- GPH Staff Conference
- Employer paid parental leave on top of the government PPL Scheme
- Free and confidential Employee Assistance Program

#### Duties

- Provide senior clinical leadership and oversight within a multidisciplinary team
- Support complex decision-making, risk management and escalation of care
- Lead reflective practice, case reviews and clinical discussions
- Ensure safe, recovery-oriented, trauma-informed and evidence-based practice
- Strengthen workforce capability through supervision, caseload oversight and development
- Build strong collaboration with consortium partners and external stakeholders

### **Skills & Experience**

1. Current full AHPRA registration as a clinical psychologist, registered psychologist, Credentialed Mental Health Nurse, or Occupational Therapist (accredited with OTA as meeting the Australian Competency Standards for occupational therapists in mental health), or accreditation with the AASW as a Mental Health Social Worker.
2. Demonstrated skills and experience in providing a range of holistic, recovery-oriented, evidence-based therapeutic services.
3. Demonstrated excellent interpersonal, communication and consultation skills to collaborate effectively with all stakeholders.
4. Demonstrated leadership and/or supervision experience of a multidisciplinary team, including the facilitation of clinical review, development of clinical pathways and oversight of clinical performance of team members.

### **Interested?**

**Applications close:** Friday 28<sup>th</sup> March 2026. Shortlisting may begin prior to the closing date.

**For more information contact:** Jo Kain, Business Development Officer – Lived Experience on 0436653285 or email [jkain@gph.org.au](mailto:jkain@gph.org.au)

Visit [www.gph.org.au/employment](http://www.gph.org.au/employment) to download the Position Description and Employee Benefits Guide, then click Apply to submit your application.

Please ensure your application addresses the selection criteria in the Position Description.

### **Our Commitment to Inclusion**

We welcome applications from people with lived experience, Aboriginal and Torres Strait Islander communities, LGBTQIA+ communities, people from culturally diverse backgrounds, and people with disability.

\*Please note that short-listing of candidates will commence prior to the closure of this role, so please do not delay submitting your application.

## Position Description



# Clinical Practice Lead

## About Us

Grand Pacific Health (GPH) is a for-purpose community-based organisation. GPH provides high quality health services to assist people in the management of their physical and mental health. GPH's mission is to deliver equitable health care, with a strong focus on supporting vulnerable populations, those at risk of disadvantage, and regional communities.

GPH employs over 400 staff, including a diverse team of qualified health professionals, peer workers, and community workers. Our services span a wide regional footprint across both NSW and the ACT.

## Our Values

- Authenticity - fostering a safe, genuine, and respectful environment for all.
- Kindness - promoting a compassionate and considerate community.
- Integrity - committed to honesty, reliability, and respect in all our actions.
- Respect - embracing empathy, kindness, and understanding for all.
- Collaboration - valuing partnership, listening, and honouring lived experiences.

## Purpose of position

Help aHead Caringbah is an integrated, person-centred service that strengthens continuity across mental health, alcohol and other drugs, physical health, and psychosocial supports. The model brings together clinical, peer, cultural and community expertise to provide coordinated support that responds to the full context of a person's life, relationships and wellbeing,

Within the hub, practitioners work within a shared practise framework that supports interdisciplinary collaboration and learning across roles. This approach promotes a broader understanding of wellbeing that recognises the importance of relationships, culture, community connection and lived experience alongside clinical expertise.

All practitioners undertake a Wellbeing Navigator role, partnering with people to develop and maintain a shared wellbeing and recovery plan, In this role, practitioners provide a consistent point of contact, coordinate contributions from other supports and help engage with services across the broader system. Alongside this, practitioners contribute their discipline specific expertise through individual and group-based work, supporting people and their families (or other key people).

The Clinical Practice Lead works collaboratively with the Service Manager, Help aHead Caringbah staff, consortium partners, and external stakeholders to support the delivery of this innovative model. The role provides clinical leadership, supervision, and guidance to ensure practice is evidence-informed, aligned with the shared framework, and focused on achieving high-quality outcomes for consumers, families and carers.

## Decision Making

The Clinical Practice Lead reports to the Service Manager, Help aHead Caringbah. Decisions are mostly guided by existing policy and procedure. The Clinical Practice Lead:

- Consults with the Manager on responsibilities and recommends actions to support organisational goals.
- Identifies opportunities for improvement within their role, the team, and the organisation, gathering information to develop and implement solutions where appropriate.
- Seeks Manager approval for decisions beyond delegated authority or policy scope.

In addition to the accountabilities outlined within this document, the Clinical Practice Lead is required to act and perform with integrity and in accordance with the organisation's code of conduct and GPH values.

## Key Responsibilities

| Key Accountabilities              | Key Activities and Responsibilities  |
|-----------------------------------|--|
| <p><b>Service Delivery</b></p>    | <ul style="list-style-type: none"> <li>• In collaboration with the Service Manager, monitor and lead the ongoing delivery of evidence-based psychosocial health care to individuals or via group therapy to consumers. This role ensures that care provided is person-centred, recovery-focused, goal and outcome oriented.</li> <li>• Provide clinical and psychosocial oversight, support, and expertise to the multidisciplinary team at Help aHead Caringbah in the delivery of services, assessments, supports, therapies and interventions to consumers and their families and carers according to contemporary, recovery-oriented evidence-based practice.</li> <li>• Ensure that all people receiving services are included in collaborative care planning at all stages of their journey through the service and ensure that clinical staff are mentored to bring this into their own practice. This also includes working with the consumers supports to assist in achieving the person's goals in line with family inclusive practice.</li> <li>• Maintain a small clinical caseload if required and agreed with the Service Manager.</li> <li>• Be the central point of contact for support with escalations of care.</li> </ul> |
| <p><b>Clinical Leadership</b></p> | <ul style="list-style-type: none"> <li>• Monitor staff caseloads, deliver regular caseload review with all staff and coordinate consumer allocations.</li> <li>• Provide clinical leadership, support and expertise to the team in the delivery of mental health</li> </ul>  |

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|  | <p>services, assessments and interventions to consumers according to contemporary, evidence-based practice.</p> <ul style="list-style-type: none"> <li>• Lead multidisciplinary clinical / psychosocial meetings, case conferences, clinical / psychosocial reviews that contribute to high quality outcomes for consumers and their families and carers.</li> <li>• With the Service Manager, contribute to the annual performance planning and review activities of staff within programs.</li> <li>• With the Service Manager, identify team training and development needs and assist in coordinating same.</li> <li>• Supervise students on placement, if applicable.</li> <li>• Clinical/psychosocial supervision of staff if appropriate.</li> </ul>  |
| <p><b>Stakeholder Engagement &amp; Collaboration</b></p> | <ul style="list-style-type: none"> <li>• Collaborate with partner agencies to promote positive outcomes for the community.</li> <li>• Identify and engage with key stakeholders to support a consumer’s individual recovery journey.</li> <li>• Ensure family and carer involvement in all aspects of service delivery where possible.</li> <li>• Represent GPH at internal and external meetings and conferences; provide support, share information and training, and actively participate in promotion of the services as required.</li> </ul>  |
| <p><b>Service Improvement &amp; Compliance</b></p>       | <ul style="list-style-type: none"> <li>• With the Service Manager, actively monitor service demand with responsibility for oversight of program waiting lists, including developing strategies for demand management and supporting consumers while they wait.</li> <li>• Ensure the collection of high quality, relevant data for all consumers to measure program deliverables, continuously improve and evaluate the delivery of services as well as meet funding, policy, and legislative requirements.</li> <li>• Perform clinical/psychosocial audits to ensure staff are aware of and are complying with processes and procedures.</li> <li>• Contribute to accreditation processes within the organisation.</li> <li>• Contribute to the identification of the mental health needs of the local community as relevant to GPH programs; identify, recommend, and implement appropriate strategies.</li> <li>• Achieve agreed service targets as per contract and GPH requirements.</li> </ul> |

### **Core accountabilities of all staff include:**

- Equity and diversity responsibilities as identified in GPH organisational policies and procedures ensuring a workplace where everyone feels valued and respected.
- Lead or participate in organisation-wide, site and team-based meetings, collaborative planning activities and other meetings or activities relevant to position.
- Dedicate to ongoing professional development, seek feedback for improving individual and executive team performance, and maintain a commitment to continuous learning and growth.
- Work Health and Safety responsibilities as identified in organisational policies and procedures, ensuring a safe and healthy work environment by implementing our safety protocols and collaborating with staff to identify and mitigate hazards.
- Manage risks within your responsibilities, adhering to GPH's risk management and reporting procedures.
- Adhere to privacy laws and our policies when managing all records, ensuring compliance with all regulations and organisational standards.

Some afterhours work may be required.

### **Selection Criteria**

1. Current full AHPRA registration as a clinical psychologist, registered psychologist, Credentialed Mental Health Nurse, or Occupational Therapist (accredited with OTA as meeting the Australian Competency Standards for occupational therapists in mental health), or accreditation with the AASW as a Mental Health Social Worker.
2. Demonstrated skills and experience in providing a range of holistic, recovery-oriented, evidence-based therapeutic services.
3. Demonstrated excellent interpersonal, communication and consultation skills to collaborate effectively with all stakeholders.
4. Demonstrated leadership and/or supervision experience of a multidisciplinary team, including the facilitation of clinical review, development of clinical pathways and oversight of clinical performance of team members.
5. Excellent organisational and time management skills.
6. Elevated level of computer literacy, including demonstrated experience with report writing, electronic client information management systems including data collection, monitoring, and performance reporting.
7. Current drivers' licence and willingness to travel as part of the role.

### **Other Position Requirements**

- Satisfactory National Criminal Record Check.
- Working with Children Check (NSW) / Working with Vulnerable People Check (ACT) for paid employment.
- Valid drivers licence and willingness to travel as part of role.
- Vaccinations as required by GPH policy.

This position description is intended to provide an outline of the key responsibilities of the position. Position holders are expected to carry out any duties, within the scope of their ability, that are necessary to fulfil the position objectives. Duties / projects/ responsibilities may be added, deleted or modified in consultation with the position holder as necessary.