



# Senior Clinician

Be part of something new at Help aHead Caringbah! Join an innovative integrated wellbeing hub to provide senior mental health leadership to our team.

### 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

Help aHead Caringbah is an integrated, person-centred hub connecting mental health, alcohol and other drugs, physical health and psychosocial supports. Our multidisciplinary team brings clinical, peer, cultural and community expertise together to provide coordinated support that reflects people's lives, relationships and wellbeing.

As a Senior Mental Health Clinician at Help aHead Caringbah, you will provide advanced assessment, formulation and evidence-based therapeutic support for consumers with more complex needs within a multidisciplinary team. Your specialist input will be integrated through one shared wellbeing and recovery plan, so consumers experience support as connected and coherent rather than fragmented.

You will build capability across the team through mentoring, clinical supervision, consultation and by supervising students on placement. This includes supporting early career clinicians to grow their practice.

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.

*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**

- Deliver advanced biopsychosocial assessment, formulation and evidence-based therapeutic support (individual and group) for consumers with more complex needs within the integrated model of care.
- Contribute to multidisciplinary meetings, case conferences and reflective practice.
- Support family and carer involvement where possible and where the consumer wants this.
- Mentor and consult and provide regular supervision to students on placement.
- Provide timely intervention and support for consumers experiencing crisis or significant distress, and support safe escalation decision-making.

### **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 advanced level mental health clinical experience (ideally minimum 2 years post graduate) in mental health service delivery with demonstrated skills and experience in providing a range of holistic, evidence-based therapeutic services
3. Demonstrated excellent interpersonal, communication and consultation skills to work effectively with all stakeholders

### **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



# Senior Clinician

### 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 provide equitable health care with an emphasis on helping vulnerable and at risk of disadvantage populations as well as regional communities.

GPH employs over 400 staff including many qualified health and other professionals including peer workers and community workers. GPH operations cover a large regional geographical footprint in NSW and 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 Senior Mental Health Clinician provides advanced clinical expertise and contributes specialist mental health assessment, formulation and evidence-based therapeutic support as part of the hub's integrated model of care. Working within the multidisciplinary team, the clinician contributes specialist mental health expertise through individual and group-based support to people with more complex needs.

The Senior Clinician builds capability through regular clinical supervision, participation in multidisciplinary meetings and case conferences, and learning embedded in day-to-day

integrated practice, while meeting shared documentation and service requirements that support safe, coordinated care across the hub.

The Senior Mental Health Clinician also provides clinical leadership within the multidisciplinary team through mentoring and consultation and supports safe escalation decision making where needed within the hub’s governance and practice stewardship arrangements. A key part of the role is supporting and supervising students on placement, strengthening workforce capability and contributing to the hub as a learning environment.

### Reporting and Decision Making

The Senior Clinician reports to the Service Manager, Team Care MH Supports. Decisions are mostly guided by existing policy and procedure. The Senior Clinician:

- 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 Senior Clinician is required to act and perform with integrity and in accordance with the organisation’s code of conduct and GPH values.

### Key Accountabilities

Key Accountabilities	Key Activities and Responsibilities
<p><b>Consumer-Centred Mental Health Support</b></p>	<ul style="list-style-type: none"> <li>• In collaboration with the Service Manager, and the Clinical Practice Lead, monitor and lead the ongoing delivery and improvement of a high standard of evidence based primary mental health care that is consumer focused, goal and outcome oriented.</li> <li>• Provide immediate intervention and support to consumers experiencing crisis or significant distress.</li> <li>• Conduct biopsychosocial assessments to determine care needs and collaboratively develop care plans with consumers and their support networks</li> <li>• Ensure family and carer involvement in all aspects of service delivery where possible.</li> <li>• Maintain a reasonable clinical caseload as required.</li> <li>• Provides coordinated care planning, warm referrals, and culturally safe engagement with Aboriginal and Torres Strait Islander peoples, CALD communities, and LGBTQIA+ populations.</li> </ul>
<p><b>Engagement &amp; Collaboration</b></p>	<ul style="list-style-type: none"> <li>• Identify and engage with key stakeholders to support consumers’ individual recovery journeys.</li> </ul>

	<ul style="list-style-type: none"> <li>• Work collaboratively with a multidisciplinary team of GPs, mental health professionals and external service providers to deliver integrated care.</li> <li>• Represent GPH at internal and external meetings and conferences; provide support, share information and training, and actively participate in the promotion of services as required.</li> <li>• Ensures services are delivered in partnership with local health professionals, Aboriginal Community Controlled Health Organisations (ACCHOs), and community service providers to ensure continuity of care and responsiveness to local needs.</li> </ul>
<p><b>Operational &amp; Administrative Responsibilities</b></p>	<ul style="list-style-type: none"> <li>• In collaboration with the Service Manager, monitor and report on staff caseloads to inform decision-making regarding consumer allocations</li> <li>• Ensure the collection of high-quality, relevant data to measure program deliverables, support continuous improvement and evaluation, and meet funding, policy and legislative requirements.</li> <li>• In collaboration with the Service Manager, identify training and development needs and report associated requirements.</li> <li>• Supervise students on placement, where applicable.</li> <li>• Achieve agreed service targets as per contract and GPH requirements.</li> </ul>

**Other accountabilities:**

- 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**

The essential experience, knowledge, skills, competencies and qualifications a person requires in order to successfully fulfil the responsibilities of the position are:

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 advanced level mental health clinical experience (ideally minimum 2 years post graduate) in mental health service delivery with demonstrated skills and experience in providing a range of holistic, evidence-based therapeutic services
3. Demonstrated excellent interpersonal, communication and consultation skills to work effectively with all stakeholders
4. Excellent organisational and time management skills
5. High level of computer literacy, including demonstrated experience with report writing, electronic client information management systems including data collection, monitoring and performance reporting.
6. Current unrestricted drivers licence and willingness to travel as part of this 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.