

Clinical Manager – Melton Local

Success Profile

As at 19/05/2025

You will make a difference by

- Providing outstanding senior level leadership in collaboration with the Leadership Team at the newly established Melton Local by developing and implementing robust processes to successfully implement the Local model.
- Building and leading the Melton Local IPC Health team of approximately 15 FTE including administrators, wellbeing coordinators, mental health clinicians, AOD workers and other specialist supports.
- Developing and fostering a “one team” culture across all consortium staff members employed at the Melton Local
- Delivering the primary care clinical functions at the Melton Local including welcome, assessment, care coordination, social prescribing, mental health and AOD services.
- Actively contributing to a person-led, positive and collaborative workplace culture.
- Developing scope of practice for the Melton Local IPC Health team and integrating their roles with other functions across the Melton Local.
- Working closely with the Melton Local Service Operations Manager to ensure the Local is operationally successful and meets performance targets.
- Delivering high quality and evidenced based mental health care and interventions that support inclusive and recovery focused interventions for people attending the Melton local.
- Providing line management supervision and clinical leadership to the Melton Local IPC Health team including crisis management, debriefing and change management.
- Providing support to the Service Operations Manager in the assessment of risk, including the escalation of complex consumer issues through appropriate pathways.
- Supporting cohesion and clarity across the Melton Local by clearly communicating with staff and building a strong and proactive working relationship with leadership at Mind and the other consortia partners.
- Being unwaveringly committed to consumer participation, clinical best practice, and the delivery of high-quality care that is safe, effective, and always person-led.
- Integrating clinical approaches to care with wellbeing and peer-led approaches to care.
- Representing IPC Health in the day-to-day operational success of the Melton Local and working closely with IPC Health’s Manager of Mental Health and Wellbeing to deliver on expectations on the partnership.

	<ul style="list-style-type: none"> The role, specific tasks and responsibilities may alter over time to meet the changing needs of IPC Health and Melton Local community.
To succeed, you will need	<ul style="list-style-type: none"> Current registration or professional membership within relevant discipline (i.e., AHPRA, AMHSW, AASW, PACFA or ACA) Qualifications in Psychology, Social Work, Mental Health Nursing, Occupational Therapy (Mental Health) or other relevant disciplines Minimum five years' experience in leadership roles in the mental health sector Experience in the establishment of clinical and non-clinical teams and operational service implementation Experience working in multidisciplinary and multi-stakeholder teams – preferably in an establishing service landscape Certification in clinical supervision and extensive staff development, change management and team leadership experience. Comprehensive experience in motivational interviewing, stages of change, cognitive behaviour therapy (CBT), acceptance and commitment therapy (ACT), trauma informed care, schema therapy and clinical risk assessment. Extensive experience and skills in delivering services to people with a range of complex mental health, AOD and psychosocial issues, by providing clinical assessment, planning and implementation, including with the integration of Peer Support. A highly competent and disciplined approach to management and the delivery of KPIs. An agile and clear way of working and communicating that allows management of competing tasks and deadlines effectively. Confidence and being comfortable with ambiguity in a new and developing service. Well-developed conceptual, analytical, and strategic thinking skills with the ability to communicate this clearly to others. Strong analytical skills that can identify operational drivers for change A current Victorian driver's licence There will be a requirement to attend other IPC sites from time-to-time for training, management meetings and engagement with the broader IPC team.
You will improve and promote One Team IPC Health by	<ul style="list-style-type: none"> Acting with purpose, measuring our results, and celebrating achievements (<i>We make a difference</i>) Going above and beyond, demonstrating understanding and respect for our communities and each other (<i>We are passionate</i>) Learning, experimenting and innovating (<i>We are creative</i>)

We will contribute to your success by	<ul style="list-style-type: none"> • Providing opportunities for you to share what is important to you, your wellbeing, and what you need. • Aligning the contribution you make to IPC Health's strategy. • Guiding you in what to do, when and how to do it. • Developing your skills with regular feedback and exploring career opportunities. • Ensuring you feel fulfilled at the end of each workday. • Being committed to maintaining a barrier-free environment for all and welcoming individuals of diverse backgrounds, including but not limited to, those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and the LGBTI communities.
Key Deliverables and Measures	<ul style="list-style-type: none"> • Consistent delivery of high-quality mental health support and care that is safe, effective and person-led. • Delivery of the expected Clinical Hours, Client Services Units (CSU's) and other performance targets for the IPC Health team at the Melton Local • Outstanding senior level leadership, demonstrated through a well-integrated IPC health team within the Melton Local. • A workplace culture that empowers, engages, and reflects IPC Health's purpose, mission, core values and achievement of its strategic objectives. • A strong, reciprocal, and supportive relationship with both the Melton Local Service Operations Manager and IPC's Mental Health and Wellbeing manager • Demonstrable commitment to a process of continual improvement through reflection, analysis, planning and leading the implementation of change initiatives to enhance efficiency, effectiveness, and/or the quality of care in all clinical services programs. • Active participation in business development opportunities to support the achievement of IPC Health's strategic objectives.

Team	<ul style="list-style-type: none"> • The Adult and Older Adult Mental Health and Wellbeing Service – "Melton Local"
Reports to	<ul style="list-style-type: none"> • Service Operations Manager- Local and IPC Health Manager Mental Health and Wellbeing
Key relationships	<ul style="list-style-type: none"> • Specialist Management and Governance Group Melton Local • General Manager Operations & Clinical Care IPC Health • Line management from IPC Health's Manager of Mental Health and Wellbeing • Day-to-day operational reporting and support to the Operations Manager of the Melton Local • Melton Local Lead and Consortium partners.

- Broader Melton Local Team
- Senior Leadership Team and Executive Leadership Team
- External stakeholders at all levels (e.g., consumers/clients, partners, funders).

Our Purpose

Improve quality of life for the people and communities we serve by maximising access to health and wellbeing services.

Our Values

We are passionate

We go above and beyond, demonstrating understanding and respect for our communities and each other.



We make a difference

We act with purpose, measure our results and celebrate achievements.



We are creative

We learn, experiment and innovate.

