

Position Description

Position Title:	Psychologist Grade 3
EBA / Award:	Psychologists, Dietitians, Audiologists and Pharmacists (Victorian Stand-Alone Community Health Services) Enterprise Agreement 2023-2026
Classification:	PsycGr3 Yr1 PL1
FTE:	0.6 FTE
Reports to Operational:	Towards Change Team Leader
Primary Site:	Yarra Ranges - Lilydale
Last updated:	March 2026

The Mental Health and Wellbeing Local Service is an integrated wellbeing and support service delivered through partnership in the Yarra Ranges. Operating six days a week with extended hours, we provide clinical support, care, and wellbeing services to people aged 26+ experiencing mental health challenges, including co-occurring substance use or addiction.

The service is community-led and co-designed by participants, supporters, and the local community. Partners include Wellways, Access Health and Community, Eastern Health and Oonah with staff working at the Local employed by the different partners.

Commitment to Reconciliation

The Mental Health and Wellbeing Local Service and our partners recognise that Aboriginal and Torres Strait Islander people have not always been well-served by mental health and disability organisations. Their social and emotional wellbeing has been impacted by generations of trauma, injustice and deprivation. As partner organisations, we recognise our responsibility in addressing these issues of injustice, inequality and stigma as part of ensuring our services are both welcoming and helpful for people and their families. As part of our commitment to reconciliation, we are working to create culturally aware and safe services for First Nations Community Members.

Team

The Grade 3 Psychologist is part of the Towards Change team and is a crucial part of the Victorian mental health reform work that Wellways and its partners are undertaking. This role will be part of a growing service system that places the community in the centre of the Local Mental Health and Wellbeing network across Victoria.

Role Purpose

The Psychologist Grade 3, employed by Access Health and Community, plays a vital role in supporting individuals experiencing mental health and wellbeing challenges. Working within a **strengths-based, person-centered, trauma-informed, and recovery-oriented framework**, you will provide comprehensive psychological services designed to promote, foster, and sustain personal growth and well-being.

You will **collaborate closely with individuals, families, and carers** to develop individualized plans that address their unique needs and goals. Utilizing diverse evidence-based interventions, you will provide assessment, therapy, and support, empowering individuals to navigate their mental health journey and achieve their desired outcomes.

The Grade 3 Psychologist will also support the Welcome and Support space for participants who drop in to the Local, looking for immediate support. The ability to provide a safe and welcoming environment for people in distress, while assessing the need for escalation to other services or supports, will be a key attribute for the Grade 3 Psychologist.

The role is also expected to provide supervision to Grade 2 Psychologists working at the Local, and support to less experienced staff across a range of disciplines within appropriate scope of practice.

Required Values & Behaviours

Authenticity and Integrity: Bring whole selves to work, recognizing community and wellbeing belongs to all

Compassion: Commit to compassionate approach and understanding, leading with curiosity

Respectful Collaboration: Respect different experiences and organizational views, recognizing we all have something to learn

Quality and Safety:

- Identify and report risks promptly with prevention strategies
- Take reasonable care for personal and consumer safety
- Participate in workplace health and safety initiatives
- Comply with all policies and procedures
- Maintain confidentiality per privacy legislation
- Involve consumers/carers in quality improvement activities

Excellence and Appreciation: Evidence-based work with continuous quality improvement for excellent outcomes

Commitment to Reconciliation: Work towards culturally aware and safe services for First Nations Community Members

Key areas of accountability

Area	Deliverable
Clinical Expertise	<ul style="list-style-type: none"> • Establish therapeutic, trauma informed, recovery-oriented relationships with Local participants and /or their carers and supporters.

	<ul style="list-style-type: none"> • Support the Initial Assessment process (IAR) in partnership with Wellbeing Navigator Peers as per the model of care • Conduct evidence based biopsychosocial assessments and regular review of participants’ mental state, risk assessment and ongoing care needs, as relevant. • Provide evidence-based interventions to participants requiring mental health support, including those with co-occurring substance use or addiction. Ensure interventions and episodes of care align with the levels of care identified during the Initial Assessment process (IAR) • Participate in the transition of care / discharge for participants, working collaboratively with other clinical and Lived Experience team members to ensure a safe exit from the Local • Facilitate and participate in joint planning/case conferencing to ensure a coordinated response between the participants health, wellbeing, disability supports and other needs. • Actively contribute to the Participant Planning Sessions and Wellbeing check ins held at the Local, identifying opportunities to support participants. • Facilitate groups either independently or collaboratively with other clinical and Lived Experience team members, providing clinical expertise as appropriate • Work alongside the Lived Experience team at the Yarra Ranges Local, sharing participant progress with their allocated Wellbeing Navigator Peer and seeking their feedback and suggestions • Ensure participant choice is centered within the participant’s Wellbeing Plan and their engagement at the Local • Provide clinical leadership, guidance and support to other clinicians, particularly when supporting participants with more complex presentations at the Yarra Ranges Local • Provide clinical supervision to other staff and students, within the appropriate scope of practice • Facilitate collaborative and integrated services, working closely with other staff, including the Peer Navigators, to ensure participant choice remains central to services provided
General	<ul style="list-style-type: none"> • Contribute to a positive culture at the Yarra Ranges Local by learning and upholding the values of the Local

	<ul style="list-style-type: none"> • Provide feedback as appropriate to the Towards Change Team Leader with any service improvements or issues identified in the delivery of the service. • Ensure participant complaints/issues are promptly addressed. • Adhere to organisation policies and procedures relating to Workplace Health and Safety and take responsibility for own and colleagues' wellbeing. • Warmly facilitate curious conversations to understand the unique experiences and perspectives of individuals during psychological assessments. Utilise standardised and clinical interview techniques within a trauma informed framework, demonstrating sensitivity to cognitive, emotional, and behavioural functioning. • Engage in meaningful partnerships with participants and their families where appropriate, incorporating individual goals, values, and strengths into personalised plans that honour their autonomy and preferences. • Foster a supportive environment in individual and group therapy sessions: Implement evidence-based interventions such as ACT, DBT and trauma-informed approaches tailored to the specific needs of each person, recognising their agency in the healing process. • Collaboratively equip participants with coping skills, self-management strategies, and resources that align with their unique strengths and aspirations, fostering a sense of ownership over their recovery journey. • Actively work to embed lived experience and consumer perspectives into the service model. • Prioritise open communication and teamwork with clinicians, lived experience workers and stakeholders, acknowledging and valuing the input of each team member in the collaborative care process.
<p>Safety and continuous quality improvement</p>	<ul style="list-style-type: none"> • Encourage the safety and well-being of participants and escalate any concerns, issues or incidents arising in line with the Escalation Guidelines. • Complete incident reports in Riskman in line with the Incident Management Guideline. • Support the maintenance of a safe and healthy working environment by following work health and safety policies and procedures, including location specific training. • Ensure compliance with discipline-specific professional codes of practice • Commitment to ongoing personal and professional development

	<ul style="list-style-type: none"> Engage and encourage Participant feedback to improve service delivery outcomes.
Effective and efficient information and knowledge management	<ul style="list-style-type: none"> Uphold and promote participant confidentiality while affirming and supporting the participants' rights and responsibilities Ensure documentation is maintained in the participant management system as required to meet statutory requirements and Wellways Policy
Essential Skills & Experience	<ul style="list-style-type: none"> Understanding and experience of psychological theories, psychopathology, diagnostic systems and evidence-based interventions. Skilled and experienced in undertaking comprehensive psychological assessments. Experience with the Initial Assessment and Referral Decision Support Tool (IAR-DST) would be well regarded. Experience using a diverse range of evidenced based therapeutic approaches with a diverse range of service users. Understanding of various mental health conditions across diverse communities. Skilled in identifying, navigating and managing risk, while supporting participants' dignity of risk. Demonstrated confidence in developing and implementing collaborative plans to mitigate risk within a community service setting. Strong ability to build rapport, communicate effectively with a diverse range of individuals and engage their families/carers where appropriate. Experience working and collaborating with multidisciplinary teams, including a lived experience workforce, and shared care models. Critical thinking and creative problem-solving skills.

Key Requirements

Area	Description
Qualification / Role Experience	<ul style="list-style-type: none"> • Current and full registration as a Psychologist with AHPRA • Previous experience supporting junior staff and/or students preferable • Experience working in a mental health or AOD setting (minimum 5 years)
Required skills	<ul style="list-style-type: none"> • Highly developed communication skills • High level emotional intelligence • Ability to connect with people with diverse background and experiences, including the ability to work with Wellbeing Navigator Peers as equal colleagues • Sound knowledge of the Victorian Mental Health and Wellbeing Act 2022 and other relevant legislation and its application to clinical practice. • Demonstrated experience of working within a community mental health service setting. • A commitment to Person centred practice and maximising the opportunities and support for people with a mental illness or psychological distress within their local communities • Confidence to balance a duty of care with dignity of risk
Information Technology	<ul style="list-style-type: none"> • Demonstrated ability to learn and adapt to various technology platforms • Basic skills in Microsoft Office Suite and Client Record Management systems
Compliance	<ul style="list-style-type: none"> • National Police Check • Victorian Drivers Licence • Working with Children Check • Evidence of right to work in Australia • NDIS Workers Screening Check • NDIS Workers Orientation Modules • 100 points of identification

<p>Other Desirable</p>	<ul style="list-style-type: none"> • Willingness to travel and work within the community serviced by the Local. • Leadership/Senior role experience <p>Welcomed:</p> <p>We are committed to employing people with diverse backgrounds and experiences and encourage applications from:</p> <ul style="list-style-type: none"> • People with personal lived experience of mental health challenges or who have cared for someone who has. • People who identify as Aboriginal and or Torres Strait Islander • People who identify as gender diverse, living with a disability or culturally and linguistically diverse.
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