



# SUCCESS PROFILE

## Mental Health Clinician

As at 26/06/2026

<p><b>You will make a difference by</b></p>	<ul style="list-style-type: none"> <li>• Delivering high quality therapeutic care to people accessing mental health support at IPC Health</li> <li>• Using your clinical expertise and skills to competently deliver a range of evidence - based mental health interventions</li> <li>• Seeing a range of clients with diverse and sometimes complex psychosocial needs, you will adapt your therapeutic approach to meet their individual needs.</li> <li>• Using clear and concise written communication for timely documentation of notes and assessments.</li> <li>• Meeting the required targets for program service delivery.</li> <li>• Contributing to the establishment of integrated care pathways to support the delivery of IPCs mental health services.</li> <li>• Implementing collaborative shared care planning and treatment that respects personal recovery goals.</li> <li>• Contributing to quality service improvements for improved success for our teams and consumers.</li> <li>• Actively contributing to a positive, cohesive and supportive team culture.</li> <li>• Supporting the intake team to assess client need using the IAR-DST and providing a responsive and holistic first point of contact for people seeking service.</li> <li>• Using a values driven approach that welcomes and recognises the diverse needs of people including those from LGBTIQ+ and Aboriginal and Torres Strait Islander communities, people from CALD backgrounds, and people with mental health and/or drug and alcohol challenges.</li> <li>• Commitment to following and proactively understanding all IPC Health policies and procedures.</li> </ul>
<p><b>To succeed, you will need</b></p>	<ul style="list-style-type: none"> <li>• Qualifications in Psychology, Social Work (mental health accredited), Mental Health Nursing, Provisional Psych (under supervision) or other relevant discipline (Note counsellors are not able to be considered for this role due to program credentialing requirements)</li> <li>• Current registration or professional membership with AHPRA AASW, or relevant association matched to your qualification.</li> <li>• Current Victorian driver's license</li> <li>• Minimum two-year experience in the mental health sector including skills and experience in some or all of: motivational</li> </ul>



	<p>interviewing, stages of change, cognitive behaviour therapy (CBT), acceptance and commitment therapy (ACT), trauma informed care, strengths and recovery focused approach and clinical risk assessment.</p> <ul style="list-style-type: none"> <li>• Demonstrated clinical assessment, planning and implementation across a spectrum of acuity and across service intervention types in a timely way</li> <li>• A collaborative approach to care, a passion for client outcomes</li> </ul>
<p><b>You will improve and promote One Team IPC Health by</b></p>	<ul style="list-style-type: none"> <li>• Acting with purpose, measuring our results, and celebrating achievements. <i>(We make a difference.)</i></li> <li>• Going above and beyond, demonstrating understanding and respect for our communities and each other. <i>(We are passionate.)</i></li> <li>• Learning, experimenting and innovating. <i>(We are creative.)</i></li> </ul>
<p><b>We will contribute to your success by</b></p>	<ul style="list-style-type: none"> <li>• Providing opportunities for you to share what is important to you, your wellbeing, and what you need.</li> <li>• Aligning the contribution you make to IPC Health’s strategy.</li> <li>• Guiding you in what to do, when and how to do it.</li> <li>• Developing your skills with regular feedback and exploring career opportunities.</li> <li>• Ensuring you feel fulfilled at the end of each workday.</li> <li>• 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.</li> </ul>
<p><b>Key Deliverables and Measures</b></p>	<ul style="list-style-type: none"> <li>• Consistent delivery of high-quality therapeutic interventions that are safe, effective and person centred.</li> <li>• Delivery of the expected performance targets for the program including timeliness of response, the number of clients seen and the quality of documentation.</li> <li>• Regular attendance with the IPC Health clinical supervisor</li> <li>• Contribution to a workplace culture that empowers, engages, and reflects IPC Health’s purpose, mission, core values and achievement of its strategic objectives.</li> <li>• A strong, reciprocal, and supportive relationship with IPC’s Mental Health and Wellbeing manager and with team members across the mental health and wellbeing team</li> <li>• Commitment to a process of continual improvement through reflection and enthusiasm about change initiatives that enhance efficiency, effectiveness, and/or the quality of care in IPCs mental health services.</li> </ul>



<b>Contract Type</b>	Fixed Term	
<b>Team</b>	<ul style="list-style-type: none"> <li>Mental Health and Wellbeing</li> </ul>	
<b>Reports to</b>	<ul style="list-style-type: none"> <li>Team Leader, Mental Health</li> </ul>	
<b>Key relationships</b>	<ul style="list-style-type: none"> <li>The IPC Mental Health and Wellbeing Team</li> <li>Clinical Supervisor – IPC Health</li> <li>Manager of Mental Health and Wellbeing</li> <li>General Manager Operations &amp; Clinical Care IPC Health</li> <li>Funding and referral partners including the Northwestern Melbourne Primary Health Network</li> <li>The broader IPC health teams who facilitate internal referrals to the mental health programs</li> <li>People seeking services and local organisations seeking referral pathways</li> </ul>	
<b>Location</b>	Hopper Crossing and Wyndham Vale, however the employee may reasonably be required to travel and work at other locations dependent on the need of the business.	
<b>Vaccination category</b>	Click or tap here to enter text.	
<b>Compliance</b>	<b>Standard</b>	<b>Action / Requirements</b>
	OH&S	Performance work in a manner that complies with IPC Health's OH&S obligations and adds to a safety culture for all
	Child Safety Standards	A proactive approach to ensuring the safety, wellbeing, and inclusion of all children, in line with our legal and ethical obligations. Must demonstrate a strong understanding of child safety principles and uphold these values in all aspects of their work.
	WWCC	Must maintain a valid employee check and list IPC Health as their employer
	Police Check	Must maintain a valid check
	Banning orders	N/A
	Registration	Current registration or professional membership within relevant discipline (i.e., AHPRA, AMHSW, AASW, PACFA or ACA)
	Trak Care	Clinician Level



<b>Systems required for role and access level</b>	VHIMS	Staff Level
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**Our Purpose**

We 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.

