

Position Description

Position Title:	Psychologist Grade 2
EBA / Award:	Psychologists, Dietitians, Audiologists and Pharmacists (Victorian Stand-Alone Community Health Services) Enterprise Agreement 2023-2026
Classification:	HSUA 3 – Grade 2
FTE:	
Reports to Operational:	Towards Change Team Leader B
Primary Site:	Yarra Ranges - Lilydale
Last updated:	November 2025

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 2 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 2, 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 Psychologist Grade 2 will also support the Welcome and Support space for participants who drop in to the Local, looking for immediate support.

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
	• List deliverables, keeping as objective as possible to facilitate future performance measurement
	• Actively contribute • Facilitate • Develop and maintain

Safety and continuous quality improvement	• Encourage the safety and well-being of participants and escalate any concerns, issues or incidents arising in line with the Escalation Guideline. • 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 • Engage and encourage Participant feedback to improve service delivery outcomes.
Effective and efficient information and knowledge management	• 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
General	• 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. • Engage in program evaluation, quality improvement initiatives, and service development projects ensuring the service is responsive to evolving community needs.

	• Employ strategies that consider the individual's context and preferences when assessing and managing client safety and well-being, acknowledging their role in decision-making. • Document assessments, interventions, progress notes, and other pertinent information in a manner that respects the individual's narrative, aligning with ethical and legal guidelines. • Actively pursue opportunities to update knowledge, skills, and stay current with best practices in psychology and mental health. •
Essential Skills & Experience	• 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. 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	Current and full registration as a Psychologist with AHPRA
Required skills	- Demonstrated high level of self-awareness and commitment to ongoing professional development and growth. - Strong ability to convey warmth, openness, and curiosity for the wellbeing of participants. - Ability to practice self-reflection and a commitment to realistically assess your own personal strengths, limitations and biases, seeking opportunity for growth when identified. - Experience working as part of a multidisciplinary team to contribute to service and team development and the promotion of the Local and its services. - Demonstrated capability to make informed decisions on reasonably complex issues, aligning with established policies and procedures, and adept at identifying and resolving problems or obstacles in collaboration with team members. - Capacity to work autonomously and collaboratively within a multidisciplinary team, efficiently managing multiple tasks in a dynamic environment. - In-depth knowledge of trauma-informed practice and practical experience in applying person-centred approaches. - Familiarity with single-session and brief intervention models of support. - Exceptional communication skills, encompassing proficiency in written, verbal, and interpersonal interactions. - Experience working with CALD client populations, Indigenous Australians and the LGBTIQ+ community.
Information Technology	- Demonstrated ability to learn and adapt to various technology platforms - Basic skills in Microsoft Office Suite and Client Record Management systems

Compliance	• 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
Other Desirable	• Prior experience working within the Mental Health or AOD sectors, or a community-based organisation. • Willingness to travel and work within the community service by the Local. Welcomed: We are committed to employing people with diverse backgrounds and experiences and encourage applications from: • 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.