

CatholicCare NT Role Description

Position Title	Youth Mental Health Clinician
Position Number	CC2414
Salary	Base Salary SCHADS Level 5 Plus superannuation guarantee, 17.5% leave loading and salary packaging option
EFT	Full time
Location	Berrimah
Commencement	August 2026
Completion	Ongoing (subject to funding)
Last Reviewed	August 2026

1. Program Description

CatholicCare NT is a not-for-profit organisation, providing social services and programs to individuals, couples, families, children, groups, schools and agencies across the Northern Territory. CatholicCare NT also delivers innovative youth programs focusing on social and emotional wellbeing, alcohol and drug use and mental health.

The Youth Enhanced Service (YES) is designed to support young people (12-25yrs) with severe and complex mental health needs. The core program components include enhancing access to services, providing case management and evidence-based psychological interventions, and collaboration with stakeholders. These are achieved through trauma informed and culturally sensitive practices, outreach and assertive follow-up, collaborative and person centred approaches, family involvement, and functional and vocational recovery focused activities.

2. Purpose of the Position

The Youth Mental Health Clinician is responsible for providing assessment, case management, outreach, and evidence-based therapeutic interventions for young people with severe and complex mental health needs. This position is guided by a social and emotional wellbeing framework to incorporate culturally sensitive, inclusive, and trauma-informed care to develop realistic and achievable recovery goals. The position involves providing individual counselling, group work, family engagement, and community education.

3. Organisational Relationships

The Mental Health Clinician works under general direction and reports to the Lead Practitioner Youth Mental Health & AOD.

Supervises other staff and/or works in a specialised field.

4. SCHADS Level 5 Characteristics

- Work under general direction from senior employees.
- Undertake a range of functions requiring the application of a high level of knowledge and skills to achieve results in line with the organisation's goals.

- Adhere to established work practices. However, may be required to exercise initiative and judgment where practices and direction are not clearly defined.
- Involvement in establishing organisation programs and procedures.
- Will include a range of work functions and may involve supervision. Work may span more than one discipline.
- Required to provide expert advice to employees classified at a lower level and volunteers.
- Application of knowledge gained through qualifications and/or previous experience.
- Required to set priorities and monitor workflows in their area of responsibility, which may include establishing work programs in small organisations.
- Required to set priorities, plan and organise their own work and that of lower classified staff and/or volunteers and establish the most appropriate operational methods for the organisation.
- Positions responsible for projects and/or functions, will be required to establish outcomes to achieve organisation goals.
- Specialists may be required to provide multi-disciplinary advice.

5. Key Responsibilities and Performance Standards

5.1 Provide therapeutic case management and intervention

- Conduct comprehensive mental health and risk assessments in order to develop collaborative case plans and safety plans.
- Provide evidence-based therapeutic interventions and psychoeducation that support the needs of the young person, in line with their goals.
- Provide holistic therapeutic case management and outreach to increase access to services and support, including the facilitation of care team meetings.
- Establish safety, trust and rapport with young people using relational, trauma-informed, inclusive, and culturally appropriate approaches.
- Provide psychoeducation and support to family members and facilitate engagement with safe and supportive family, to increase support networks for the young person.
- Establish and maintain collaborative referral and care pathways with internal and external stakeholders to support participants to achieve their care plan goals.
- Maintain a high standard of service delivery by engaging in regular supervision, critical reflection, evaluation activities, and ensuring timely and accurate record keeping.
- Ensure that program guidelines, code of conduct, and organisational policies are followed.
- Compliance with relevant WH&S and audit requirements.

5.2 Facilitate group work and community engagement activities

- Co-design and facilitate group work activities to support mental health recovery, skill development, and positive peer relationships.
- Collaborate with local stakeholders to co-facilitate group work activities.
- Facilitate community engagement activities with local stakeholders, including schools, to increase the knowledge and understanding of severe and complex mental health needs, promote evidence-based strategies for wellbeing, reduce stigma, and increase help-seeking behaviours.

- Co-design relevant evidence-based resources for young people, schools, family and the community to increase help-seeking behaviour, understanding of severe and complex mental health needs, and strategies to promote wellbeing.
- Participate in evaluation activities with young people and incorporate feedback into service design and delivery.

5.3 Stakeholder Engagement

- Develop and maintain effective working relationships and referral pathways with relevant stakeholders.
- Ensure that CCNT is represented in a professional manner when attending stakeholder events, conferences, or presentations.
- Maintain professional relationships and boundaries with participants, stakeholders, and CCNT staff.

5.4 Participate in Supervision and Evaluation activities by:

- Entering accurate data and case notes in line with program requirements
- Providing reports and feedback as requested
- Actively participating in evaluation activities
- Attending supervision to reflect and review case management practices as per CatholicCare NT policy

5.5 Safeguarding Children

Our organisation takes child protection seriously, and as an employee/volunteer of CatholicCare NT, you are required to meet the behaviour standards outlined in our Safeguarding Children and Young People Policy (ORG/SP/P030). You will have received a copy of this policy as part of your induction. You can also access a copy of this policy via the Intranet.

All staff are to provide a service in line with our safeguarding children policies and procedures and are required to report any concerns of abuse and neglect toward children and young people to the relevant authorities as per policy and procedure. Any criminal charges or convictions received during the course of employment/ volunteering that may indicate a possible risk to children and young people must be reported to the relevant Line Manager within forty-eight (48) hours.

6. Personal Attributes

The incumbent must maintain strict confidentiality in performing the duties of the Youth Mental Health Clinician and must demonstrate the following personal attributes:

- Compassion, empathy, sense of justice and tolerance
- Demonstrated organisational fit with ability to work within a culture and values framework
- Team player with ability to work with others in a spirit of trust, respect, reflection and accountability
- Adaptable with resilience to work in difficult situations and willingness to work beyond the role description when required
- Ability to represent CCNT in a culturally appropriate and professional manner at all times

7. Work Conditions

The Youth Mental Health Clinician is located within an integrated team in Berrimah. This position may include some afterhours work with prior approval, which will be balanced by equivalent time off through the week, so that the total hours per fortnight does not exceed the normal 76 hours.

8. Selection Criteria

- 1) Prerequisites
 - I. relevant degree with relevant experience;
 - II. associate diploma with substantial experience;
 - III. qualifications in more than one discipline;
 - IV. less formal qualifications with specialised skills sufficient to perform at this level; or
 - V. Attained through previous appointments, service and/or study an equivalent level of experience and expertise to undertake the range of activities required.
- 2) Qualifications in mental health, social work, psychology, or other related field.
- 3) Experience providing case management services for young people with severe and complex needs, including skills in case note writing, report writing, and case plan development.
- 4) Demonstrated experience providing evidence-based therapeutic interventions for young people with severe and complex needs.
- 5) Understanding of the complexities facing young people in the Northern Territory.
- 6) Experience working with Aboriginal and/or Torres Strait Islander People and people from diverse backgrounds.
- 7) Ability to provide inclusive, culturally sensitive, and trauma-informed support.
- 8) Effective communication and interpersonal skills, and experience building relationships with stakeholders.

9. Special Conditions

1. Must be an Australian Citizen or have unlimited work rights within Australia.
2. This position is subject to a satisfactory criminal history check that must demonstrate that you have not had inappropriate dealings with children or been charged or convicted of a domestic violence offence.
3. Valid NT Drivers Licence and Ochre Card.
4. This position requires you to apply for a Working with Children Clearance/Ochre Card prior to your employment commencement date and send us receipt of payment. This will be at your own cost.
5. If you have resided in an overseas country for 12 months or more in the past 10 years, this position requires you to complete an International Criminal History check (ICHC) prior to your employment commencement date. The outcome of the initial screening check must be satisfactory.
6. This position is classified as a mandatory worker position for the purpose of directions issued by the NT Chief Health Officer.
7. Six-month probation period.
8. Non-smoking working environment.
9. The contact details of at least two referees are required.

10. Evidence of qualification attainment will be required.
11. Aboriginal people are strongly encouraged to apply.