



Position Description

Position Title	Integrated Child and Youth Mental Health Clinician
Division / Team	Client Services / Alcohol and Other Drugs
Reports to	Alcohol & Other Drugs and Mental Health Clinical Integration Lead
Agreement / Award	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022
Classification	Level 4
EFT / Term	As per contract of employment
Work Location	As per contract of employment
Date Approved	May 2026

About Ballarat Community Health Ballarat Community Health (BCH) provides a wide range of community health and wellbeing services across Ballarat and Western Victoria. We are passionate about improving the health and wellbeing of the communities we support and addressing health and social inequality. We strive for safe, effective, connected, person centred quality services, and advocate to improve systems to bring about positive outcomes for the broader community. Our work is guided by our core values. These values inform how we work with each other, the partnerships we develop, as well as how we collaborate with and support our community. At BCH we believe our people are our greatest asset. We know that developing and retaining a skilled workforce is fundamental to our success. We are committed to nurturing an inclusive, capable and diverse workforce, and creating environments where our people thrive and excel.

Our Purpose Creating healthy communities through the provision of accessible, affordable and quality health and wellbeing services.

Our Leading Principles Address health inequity and inequality
 Improve the health and wellbeing of our community
 Have impact and be sustainable

Values	Respect Valuing other points of view and treating people with respect	Integrity Acting with sincerity and honesty	Courage Strength in the face of challenges
	Resilience The ability to be strong in adversity, and bounce back with renewed hope	Responsibility Being reliable and accountable to others	Optimism Focusing on potential and abilities

Diversity Statement Ballarat Community Health recognises and celebrates the diversity of the community within which we work. We acknowledge the first peoples of Australia and their unique contribution. We welcome and work with people of all ages and health status, of all races, abilities, gender identities, sexual orientations, religious, cultural, and linguistic backgrounds, and financial status.

Position Summary The BCH Alcohol & Other Drug (AOD) team is an innovative, flexible and responsive multi-disciplinary team committed to improving the health and wellbeing outcomes of the community. The team provides a suite of therapeutic treatment services and programs. The team values teamwork and is looking for an experienced and qualified person to work

flexibly within the Step Thru Care program to support and provide capacity within the existing service. There will be a range of opportunities to apply skills including, assessment, goal planning, client and family support, counselling, psychoeducation, group facilitation, supporting linkages within community, enhancing resources and completion of data and documentation.

This role will provide therapeutic interventions predominantly for children and young people aged between 5 -25 years of age, experiencing issues relating to mental health and or alcohol and other drugs, and is part of a Step Thru Care regional partnership.

The role will provide evidence-based interventions including psychosocial, emotional and mental health and wellbeing approaches in the context of the integrated mental health and AOD team. The role will be responsible for meeting targets as part of the lead agency within the regional partnership. And will also include the provision of secondary consultation as situation determines. The role will be responsible for coordinating treatment planning in accordance with client led recovery goals and supporting access to other relevant services.

Principal Areas of Responsibility

- Be fully conversant with the framework, policy procedures and protocols in which MH and & AOD integrated treatment services and systems operate
- Maintain privacy and confidentiality and ensure a non-judgemental approach when working with clients
- Practice and advocate in alignment with social justice principles
- Focus on supportive skill building that fosters empowerment and self-management.
- Demonstrate best practice principles to provide quality engagement, intake, assessment and therapeutic support
- Establish a therapeutically safe relationship with children and young people to build capacity in a holistic and family centred strengths-based approach
- Deliver a range of evidence based therapeutic interventions including psychosocial and counselling support (including play therapy)
- Work autonomously and within the team managing a mixed case load of clients
- Develop and maintain strong interagency connections to meet the holistic needs of clients
- Assist in the development, implementation and provision of group programs including appropriate resources as required

Reporting

- Complete and maintain appropriate clinical records and statistical reports according to the organisation's policy and funding body standards. All of which is to be done in a contemporaneous manner
- Ensure all data and other reporting requirements of funding bodies are submitted as required into the relevant data system and client file management system.
- Ensure all client interactions are documented within BCH's client management system
- Support the program to achieve performance targets and to effectively measure outcomes
- Where required, provide material for written reports to the CEO and Executive Manager Client Services, including contributions for annual and quality of care reports, member newsletters and reports for The Board
- Work closely with and under direction from the AOD & MH Integration Clinical Lead

Scope

- To follow leadership and management direction and seek advice on all matters outside usual scope of practice.
 - Practice in a manner consistent with the requirements of the relevant professional registration requirements and relevant registration board
 - Continuing education to keep abreast of changes
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Organisational Responsibilities

- Be aware of and perform all duties in accordance with the organisation's stated policies and procedures
 - Understand practice frameworks relating to the Multi Agency Risk Assessment and Management (MARAM) framework and Information Sharing Schemes
 - Establish and maintain cooperative working relationships with staff and always ensure alignment with the BCH values
 - Work within professional boundaries and relevant scope of practise at all times
 - Maintain relevant professional registration
 - Work cooperatively across the teams to provide a comprehensive coordinated health promotion service
 - Attend approved professional development sessions and keep up to date with current developments, theories and practises in the field
 - Participate in compulsory BCH training programs
 - Ensure that client and staff confidentiality is respected and upheld at all times
 - Attend and actively participate in meetings as required
 - Represent and promote Ballarat Community Health appropriately, taking into consideration BCH advocacy statements and values
 - Participate in performance development plans and supervision
 - Participate in the organisation's continuous quality improvement programs and activities
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Qualification requirements

- Relevant tertiary qualification such as Social Work, Counselling with additional qualification or recognised training in Mental Health and play therapy
 - Current registration or eligibility for registration with appropriate professional body
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Key Selection Criteria**1. Experience:**

- Previous experience working with children and young people required
- Proven skills in the application of assessment, goal planning and providing evidence based therapeutic intervention is essential
- Demonstrated knowledge of developmental principles and milestones including the impact of trauma on development
- Knowledge of relevant guiding practice principles and key legislation

2. Interpersonal Skills:

- Proven ability to provide excellent service to client, staff, and general community members
- Ability to adapt communication style to age and stage
- Effective oral and verbal communication skills, including the ability to show empathy and patience towards clients and staff

3. Written Communication:

- Strong written communication and report writing skills

4. Computer Skills:

- Strong knowledge of and ability to use the Microsoft Office Suite and Windows based programs and database management systems

5. Organisational Skills:

- Ability to prioritise workloads and conflicting tasks and manage deadlines
- Proven ability to use initiative to solve problems
- High attention to detail

6. Alignment with BCH values:

- Ability to align with the BCH values in all areas of work
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Conditions of Employment and other relevant information

- The successful applicant will be required to maintain a current driver's licence.
 - BCH strongly supports Equal Opportunity and Access to Services, and requires all staff to be sensitive and inclusive of individual needs including but not limited to cultural, religious and sexual orientation.
 - The successful applicant will be required to undertake a police records check. Appointment is subject to the outcome of this check.
 - The successful applicant will be required to obtain and maintain a valid employment Working with Children Check whilst employed in this position.
 - The successful applicant will be required to obtain and maintain a valid NDIS Worker Screening Check whilst employed in this position.
 - Prior to being appointed to this position it is required that there is a full disclosure of any pre-existing injuries or disease that might be affected by employment in this position.
 - BCH reserves the right to vary the location of the position according to the needs of BCH and its clients and any future changes to the BCH's areas of operation.
 - Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s). Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
 - Salary sacrifice arrangements are available to all staff subject to BCH's ongoing Fringe Benefits Tax exempt status.
 - Current and valid drivers licence is required
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