Swan Hill District Health
Connected Care. Best Experience.



Inclusive	*Compassionate*	*Progressive*	*Accountable*

Mental Health Clinician – headspace Swan Hill

Full-Time or Part-Time | Fixed Term to June 2028

Are you passionate about supporting young people to achieve better mental health and wellbeing outcomes?

Join the team at **headspace Swan Hill** and play a key role in delivering early intervention mental health care to young people aged 12-25 years. Working within a multidisciplinary team, you will provide evidence-based assessment, therapeutic interventions, care coordination and recovery-orientated support to young people experiencing mental health, psychosocial and alcohol and other drug-related challenges.

The Position

- Provide evidence-based mental health assessment, intervention and care coordination to young people aged 12-25 years.
- Deliver individual, family and group-based interventions using developmentally appropriate, youth-friendly and engagement-focused approaches.
- Conduct psychosocial and risk assessments, including assessment and management of suicide, self-harm and other risks.
- Develop collaborative care plans with young people and their support networks to support recovery and positive outcomes.
- Deliver evidence-based therapeutic interventions informed by recovery-oriented and trauma-informed practice.
- Participate in multidisciplinary case review, clinical governance and continuous quality improvement activities.
- Facilitate mental health promotion and education activities that build mental health literacy within the community.
- Contribute to community engagement initiatives and represent headspace at youth and community events.
- Provide outreach services across the Swan Hill, Gannawarra, Buloke and surrounding regions.

You Bring

- Relevant tertiary qualification in Psychology, Social Work, Occupational Therapy, or Mental Health Nursing, with eligibility for registration or membership with the relevant professional governing body.
- Experience providing assessment and therapeutic interventions to young people experiencing mental health challenges.
- Demonstrated understanding of youth mental health, risk assessment and management, and recovery-orientated practice.
- Strong interpersonal and communication skills with the ability to build effective relationships with young people, families, carers and external stakeholders.
- Ability to work both independently and collaboratively within a multidisciplinary team environment.
- Commitment to culturally safe, inclusive and person-centred practice.

Mandatory requirements

- Current satisfactory National Police Check results or willing to obtain
- Victorian Working with Children's Check, or willing to obtain
- Current Australian full driver's licence
- Eligibility to work in Australia
- Evidence of immunisation history in accordance with the *Health Services Act 1988* and mandatory healthcare worker vaccination requirements.

Why Join Us?

- Join a supportive and experienced multidisciplinary team
- Access regular clinical supervision and professional development opportunities
- Work within a nationally recognised youth mental health framework
- Salary packaging benefits available
- Flexible full-time or part-time arrangements available
- Enjoy the lifestyle benefits of living and working in the Swan Hill region

About Swan Hill: Swan Hill is situated in North-West Victoria. Located on the beautiful banks of the Murray River with multiple tourist attractions and community events in the surrounding region.

About Swan Hill District Health: Swan Hill District Health is a fully integrated rural public health facility servicing a greater community of around 35,000 people. At Swan Hill District Health (SHDH), our vision is to provide connected care, best experience for our community.
SHDH is a compassionate, family friendly employer where every employee is a valued team member. Whilst encouraging and supporting work/life balance, SHDH also provides:

®A dynamic workplace ®Discounted Corporate gym memberships
®Salary Sacrifice/Packaging ®Professional Development opportunities
®Employee Assistance Program

Attract Connect Stay; our community are excited to see you and your family arrive. Let us help you connect; schools, partner employment, clubs, housing and the things that matter to you when building your new life.

To apply for this position please email your **Cover letter, Key Selection Criteria** and up-to-date **CV**, to **employment@shdh.org.au.**

You will find the position description on our website – Vacant positions

Swan Hill District Health is an equal opportunity employer committed to diversity and inclusion. We welcome applications from Aboriginal and Torres Strait Islander people, people with diverse cultural and linguistic backgrounds and people with disability. If you require any reasonable adjustments to the recruitment process or the role, please let us know by contacting **employment@shdh.org.au**

Applications close: 6 December 2026

Swan Hill District Health reserve the right to interview and appoint candidates prior to this date.

headspace National Youth Mental Health Foundation is funded by the Australian Government Department of Health through Murray PHN.

Position Description

Mental Health Clinician

Location	**headspace** Swan Hill
Classification	Social Worker, Occupational Therapist (other relevant discipline) Allied Health Professionals (Victorian, Public Sector) 2021-2026 Psychologist Medical Scientists, Pharmacists and Psychologists (Victorian Public Sector) 2021-2025 Mental Health Nurse The Nurses and Midwives (Victorian Public Sector) 2020-2024
Salary	*Salary in accordance with the appropriate Enterprise Bargaining Agreement and experience*
Hours	Full time (38 hours per week or 40 hours per week with ADO every four weeks). Part-Time applications accepted
Term	Fixed term until 30.06.2028 (may become ongoing)
Direct Employer	**Swan Hill District Health** is the lead agency for **headspace Swan Hill**

POSITION SUMMARY

headspace Swan Hill provides early intervention mental health services to young people aged 12 to 25.

The primary role of the Mental Health Clinician is to work within a multidisciplinary team providing mental health support to young people aged 12-25 years at both the headspace centre and via outreach to many communities across the Swan Hill, Gannawarra, Buloke and extended Shires.

This position will deliver evidence-based psychological interventions to young people with mild to moderate mental health issues. These services will be provided to young people across the clinical staging model for early intervention youth mental health services. This will include conducting assessments and developing care plans in conjunction with the young person and identified family, friends, and professionals. The role will also include care coordination support to young people, facilitation of groups, and community engagement work.

The Mental Health Clinician will collaborate with other staff and agencies to ensure a holistic approach to the young person's care. The Mental Health Clinician will ensure young people have pathways to access a range of services relevant to their health, housing, social and developmental needs.

We are looking for enthusiastic and motivated applicants that are passionate about working with young people, responsive to their needs, and committed to achieving positive outcomes for young people, their family, and friends.

To find out more about **headspace**, **headspace Swan Hill** and **Swan Hill District Health** visit headspace.org.au, headspace-centres/swan-hill, and www.shdh.org.au.

KEY RESPONSIBILITIES

Clinical Work

- Practice safely within profession and own scope of clinical practice.
- Practice within an evidence-based framework for individual, group, and family therapies.
- Deliver evidence-based interventions consistent with the headspace clinical staging framework and early intervention model.
- Utilise developmentally appropriate, youth-friendly and engagement-focused approaches to support young people aged 12-25 years to participate actively in their care and treatment planning.
- Conduct brief and/or comprehensive psychosocial and risk assessments, including assessment of suicide, self-harm, violence, neglect and vulnerability risks.
- Develop collaborative plans with young people and their support networks.
- Manage risk in accordance with organisational policies and clinical governance frameworks, and escalating high-risk presentations appropriately.
- Participate in case review and multidisciplinary risk discussions.
- Engage and support families, carers and other significant supports, where appropriate and consented, to improve outcomes for young people.
- Deliver culturally safe, trauma-informed and inclusive services for Aboriginal and Torres Strait Islander young people, culturally diverse communities, LGBTIQA+ young people and other priority populations.
- Maintain timely, accurate, and current clinical records ensuring documentation meets professional and legal standards.
- Conduct health promotion activities which enhance consumer health and well-being and encourage and empower consumers to participate in their own health care.
- Collaborate with other health professionals to ensure the consumer's safe and effective transition across the care continuum and facilitate referrals to other appropriate services.
- Participate in multidisciplinary meetings with clients and their family and friends as required.
- Administer and utilise routine outcome measures and client feedback tools to inform clinical decision making and evaluate service effectiveness.
- Address Alcohol and Other Drug (AOD) use through identification, assessment and intervention, and support young people to engage with specialist AOD services where required.
- Contribute to clinical quality audits and continuous quality improvement activities.
- Contribute to the orientation, support and development of staff and students as required.
- Participate in regular individual and group clinical supervision, reflective practice, professional development and peer review activities.
- Adhere to clinical governance, legislative requirements, and the headspace Model Integrity Framework (hMIF).

Community Engagement

- Work as a part of the headspace team to represent and promote headspace at community awareness and youth engagement events.
- Develop and facilitate education sessions and programs that increase the mental health literacy of young people and the wider community.
- Ensure compliance with relevant quality and safety, professional, and healthcare standards.

General

- Build and maintain effective relationships with key stakeholders (internal and external) involved in the provision of health, mental health and psychosocial services to young people and their family to enable integrated service delivery.
- Promote the positive reputation of the organisation.
- Follow all relevant legislation, regulations, and organisational policies.
- Relieve the reception role – responding to service enquiries, screening new referrals, and booking appointments as needed.
- Ability to undertake regional travel and work occasional evenings and weekends as required.
- Other duties consistent with the position where required or as requested by the headspace Swan Hill Manager from time to time.

RELATIONSHIPS

The position holder will develop and maintain positive and effective working relationships with a broad range of people and organisations. They must positively represent **headspace** and **Swan Hill District Health** to the public, community, government, and other organisations.

Reports To	**headspace** Swan Hill Senior Clinician and Manager
Internal Relationships	**headspace** service staff headspace service collocated staff **Swan Hill District Health** staff Youth advisers/reference group members
External Relationships	headspace National staff Staff from other headspace services Consortium partner organisations and staff Local youth, health, and community service providers and staff Government departments, ministers, and staff Young people and their family and friends that access the service Other external partners, vendors, providers, and key stakeholders

KEY SELECTION CRITERIA

Successful applications will complete and provide **all** of the following:

1. a cover letter,
2. résumé,
3. responses to below bullet points for *Qualifications and Registrations*, *Experience, Knowledge and Skills, and Personal Attributes* ('Desirable' bullet points only if able to)
4. Swan Hill District Health Application for Employment Form.

Qualifications and Registrations

Essential

- Eligible for registration or membership in one of the following disciplines:
    - Psychology
    - Social Work
    - Occupational Therapy
    - Mental Health Nursing
- Maintain current registration and professional membership requirements relevant to the discipline throughout employment.

Experience

Essential

- Demonstrated experience working with young people aged 12-25 years experiencing mental health concerns, alcohol and other drug issues and/or psychosocial challenges.
- Demonstrated experience engaging and working collaboratively with families, carers and other supports to improve outcomes for young people.
- Demonstrated understanding and application of trauma-informed and recovery-oriented practice frameworks.
- Demonstrated experience working collaboratively with multidisciplinary teams, partner agencies and key stakeholders to support integrated care.
- Demonstrated experience contributing to clinical governance, quality improvement and safe service delivery.

Desirable

- Knowledge of screening, assessment and brief intervention approaches for alcohol and other drug related concerns in young people.
- Demonstrated experience or understanding of culturally safe mental health and social and emotional wellbeing approaches for First Nations young people.

Knowledge and skills

Essential

- Highly developed interpersonal skills, with demonstrated knowledge and capability in providing culturally appropriate, socially and youth-friendly services.
- Highly developed verbal and written communication skills.
- Ability to prioritise and manage multiple and competing work tasks and deliver to agreed deadlines.

- Demonstrated ability to work independently in outreach and community settings while maintaining effective communication and collaboration with the broader multidisciplinary team.
- Advanced computer literacy, including proficiency in electronic clinical record systems, Microsoft Office applications and database management systems.

Desirable

- A broad understanding of the mental health service system in the state, and knowledge of relevant legislation.
- A broad understanding of the challenges and experiences of young people in Australia, including specific community factors.

Personal attributes

Essential

- Ability to work independently, make sound clinical decisions, and effectively manage competing priorities.
- Ability to relate to and work effectively with young people and their families.
- High levels of professionalism, confidentiality and discretion.
- Positive and collaborative team player.
- Adaptability and flexibility to changing work environments and requirements.

Other Requirements

- Maintain a current Victorian Working with Children Check. **
- Maintain a satisfactory National Police Check. **
- Maintain a current Australian driver's license. **
- Maintain eligibility to work in Australia. **
- Participate in a 6-month probationary period.
- Participate in annual individual performance reviews and professional development planning.

** *Evidence must be provided prior to appointment.*

WORKPLACE POLICIES AND PRACTICES

Swan Hill District Health would like to acknowledge First Nations communities of Wamba Wamba, Wadi Wadi, Barapa Barapa, Latji Latji, and the Tatti Tatti people on whose land, we work and live. We pay respect to all Elders past and present and honour their connection to the land and water.

All **headspace** and **Swan Hill District Health** employees are required to familiarise themselves with the organisations policies and procedures and to abide by them at all times.

It is expected that at all times employees will:

- Be respectful towards the organisation, colleagues, clients, and the general public.
- Support the headspace vision and objective and demonstrate the values of headspace.

- Take reasonable care of their own health and safety, and that of others in the workplace.

Infection Control

Each employee has a responsibility to minimise exposure to incidents of infection/cross infection of residents, staff, visitors, and the general public.

The risk minimisation strategies are to be supported by all employees adhering to the Infection Control Manual policies, procedures, and guidelines.

Continuous Quality Improvement:

Each employee is expected to demonstrate a commitment to best practice

All employees shall take responsibility for their own practice and share responsibility for creating and maintaining a system that provides safe, high-quality services.

All employees will participate in quality improvement activities aimed at improving patient outcomes and maintaining accreditation standards.

It is the responsibility of every employee to be familiar with Health Service-wide and specific

Person Centred Care:

The Health Service supports in its values the philosophy of Person-Centred Care to ensure all people, including health service providers, clients, their carer's, and family members are respectfully cared for and encouraged to participate in the provision of quality health care.

We recognise diversity is part of every person and as such providers of health care must be actively involved in developing models of care that are person centred.

Child Safety:

All children have the right to feel and be safe. Keeping children safe is everyone's responsibility. SHDH is committed to providing a child safe environment where children are safe and feel safe, and where their voices are heard about the decisions that affect them.

SHDH have zero tolerance for child abuse.

Each employee has a responsibility to adhere to this requirement. Any breach of this standard will result in disciplinary action.

Our Purpose:

Connected Care / Best Experience
SHDH commits to meet the growing health care needs of our community through our new vision to provide better connected care and to achieve the best care experience.

Privacy and Confidentiality:

SHDH are committed to protecting patient and staff privacy and confidentiality, as it is an important aspect of our commitment to providing high quality services. In accordance to both the Health Records Act and the Information Privacy Act,

information should only be used and disclosed for the primary purpose of its collection.

Each employee has a responsibility to adhere to SHDH's Privacy and Confidentiality Policy, as it is a condition of employment. Any breach of the rules of privacy and/or confidentiality relating to health service business, patients or medical records will result in disciplinary action.

Mandatory Training:

All employees must be aware of and complete designated mandatory training within the required timeframe.

Safety:

RESPONSIBILITIES: It is the responsibility of every employee to:

- Take reasonable care for their safety and the safety of others while at work.
- Report accidents, incidents, and potential hazards as soon as reasonably practicable to their supervisor and record on VHIMS reporting system.
- Advise their supervisor if they have an injury or illness that may affect their ability to perform the inherent requirements of their position.
- Be familiar with emergency and evacuation procedures as detailed in the Emergency Procedures Manual.
- Complete all Mandatory training requirements as identified and directed.
- Comply with the Occupational Health and Safety Act and all SHDH O.H. & S. online Policies and Procedures.

Asset Management:

Employees with asset management responsibilities are required to adhere to the Asset Management Policy and Protocols.

SWAN HILL DISTRICT HEALTH AND SWAN HILL

For more **information on How to Apply** go to www.shdh.org.au/employment/how-to-apply.

For more information about leisure, work and accommodation in Swan Hill visit dreamswanhill.com.au and click here to download a local information booklet.

Further enquiries

To find out more about this position, please direct your enquiries to Hayley Neuschafer, headspace Swan Hill Manager on 03 4010 7100 or hneuschafer@shdh.org.au

Approved by:	**headspace** Swan Hill Manager	
Date Approved:	23/10/2026	
Manager Name:	Hayley Neuschafer	
Manager Signature:		**Date:**
Employee Name:		
Employee Signature:		**Date:**

Swan Hill District Health
Connected Care. Best Experience.

APPLICATION FOR EMPLOYMENT FORM

(To be attached to application)

The Application for Employment form is required to be submitted with the following documents:

- ☐ Covering letter in support of application
- ☐ Response to Key Selection Criteria
- ☐ Applicants Curriculum Vitae

Position Applying for	

General Information

Name			
Address			
Contact	**Home phone**	**Mobile**	**Email**

Are you of Aboriginal/Torres Strait Islander Origin? ☐ No ☐ Aboriginal ☐ Torres Strait Islander

(This question is voluntary)

Do you wish to be identified under this category? ☐ Yes ☐ No

Are you an Australian Citizen or Permanent Resident? ☐ Yes ☐ No Date of Grant _____

If no, what is your current Visa Status – Visa type _____ Expiry date _____

Place/Country of issue: _____ Issue Number: _____

Do you require sponsorship? ☐ Yes ☐ No

Conditions of Employment

Employment conditions are governed by the relevant Public Sector Health Industry Awards and EBAs relevant to the position applied for:

Initial employment is subject to:

- 6 months' probationary period (*with a review at 3 months.)*
- Requirement to work any shift
- Requirement to work in any department as required

Hours of Work – _____ (Availability)

Discipline/Misconduct

Have you experienced discipline or misconduct action at any previous employment? ☐ Yes ☐ No

If **Yes**, please provide details:

Police and Working with Children Checks

Satisfactory Police Checks, and in some areas, Working with Children Checks are mandatory at the point of employment.

If you have a current Police Check and/or Working with Children Check, please show the check identifying numbers and the date of issue: _____

Upon engagement, you will be required to provide the necessary information to complete a Check. Please note that it is a condition of employment that you maintain a current satisfactory Police Check and, if required, Working with Children Check.

Pre-existing Health and Injury Declaration

Swan Hill District Health (SHDH) is committed to achieving a safe working environment for all employees. As part of this, it is our objective to ensure potential employees are not required to work in duties that they are not able to perform safely. As part of the application process for employment with SHDH, we request you to disclose any pre-existing injury or disease which may be adversely affected by the performance of the inherent requirements of the position you have applied for – as described in the Position Description for the position.

Pursuant to S.41 (1) and (2) of the *Workplace Injury Rehabilitation and Compensation Act 2013,* you are required to disclose to SHDH any pre-existing injury or disease that you have suffered of which you are aware, and could reasonably be expected to foresee, could be affected by the nature of this proposed employment.

Failure to make a disclosure, or the making of a false or misleading disclosure, would disentitle you to compensation pursuant to the *Workplace Injury Rehabilitation and Compensation Act 2013* should you suffer any reoccurrence, aggravation, acceleration, exacerbation or deterioration of your pre-existing injury or disease arising out of, or in the course of, or due to the nature of with SHDH. SHDH will rely upon any failure to disclose in accordance with the provisions of the *Workplace Injury Rehabilitation and Compensation Act 2013* as grounds for denying compensation in accordance with S.41 (1) and (2).

Should any alteration, change or rearrangement be necessary to enable you to carry out the inherent requirements of the position, we also request that you disclose these requirements. SHDH is an equal opportunity employer and will arrange any reasonable adjustment to enable a person with a disability to perform the inherent requirements of the position and therefore compete equally with other applicants for this position. Please disclose in the place below any pre-existing injury or diseases that you suffer from, or have suffered from, which could be affected by the nature of your proposed employment with Swan Hill District Health.

Disclosure advice: - (to be completed by the applicant)

I confirm that I have read and understood the contents of the above information and state that I have disclosed all relevant information in relation to my health and physical ability to carry out the inherent requirements of this position.

Signature of applicant: _____ **Date:**

NOTE: If providing this form electronically, you accept that the information is true and correct by the action of submitting the form. You will be requested to sign the printed version at your interview if you are selected.

Enquiries:
Email address: employment@shdh.org.au
Phone: 03 50339315
Postal Address: PO Box 483 SWAN HILL VIC 3585