

ORGANISATIONAL OVERVIEW

Introduction:

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Community Hospital
- Bundoora Centre
- Merri-bek Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- Hotham Street Community Mental Health Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit and,
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub
- Mernda Community Hospital

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

Our Vision:

Creating a healthier future by working together, innovating and delivering great care.

Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our staff and community.
- Kind – We treat everyone with kindness, respect and empathy. We provide patient-centred and compassionate care.
- Together – We work together with our staff, patients, consumers and health system partners.

Our Priorities:

Northern Health has determined six strategic directions. The directions are focused on addressing priorities for safety, sustainability, growth and innovation. They reflect our best assessment of opportunities and challenges in our current and future environment.

- Collaborate to deliver safe, efficient, effective and sustainable care in all our services
- Demonstrate our commitment to the wellbeing of our valued workforce
- Renew and strengthen our infrastructure, systems, tools and processes for financial sustainability and growth
- Innovate to shape the future of health care in Victoria
- Partner to keep people well and deliver the best possible care locally
- Drive research and education to deliver excellent care and develop the next generation of clinicians and health care leaders

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

Safety, Quality and Clinical Governance at Northern Health:

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

Commitment to Child Safety at Northern Health:

- We are committed to the safety, participation and empowerment of all children
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and /or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow vigorously

Family Violence and Child Safety Statement:

Northern Health is a child safe environment and is committed to protecting children from harm and abuse, in accordance with our legal obligations and the Child Safe Standards. Northern Health aims to identify and respond individuals who are at risk of child abuse and family violence and we encourage victim survivors to disclose to their health professional to seek support and safety. Northern Health has zero tolerance of child abuse and family violence, and all disclosures and safety concerns will be treated sensitively in accordance with our policies and procedures.

Northern Health actively promotes the safety and wellbeing of all individuals. We recognize and respect individual rights, identities, relationships and cultures. Our aim is to foster a trauma-informed, culturally safe and child safe environment.

Northern Health is an Information Sharing Entity (ISE) and is prescribed to the Family Violence Multi-Agency Risk Assessment & Management (MARAM) Framework and the Information Sharing Schemes. Family violence and child safety training is mandatory for our staff members and volunteers.

Essential:

- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.

POSITION DESCRIPTION

Position Title:	Principal Clinical Lead Psychologist
Business Unit/Division:	Northern Health Division of Mental Health
Award Agreement:	Victorian Public Mental Health Services Enterprise Agreement
Classification:	P5
Employment Type:	Part Time (0.5 EFT)
Reports to:	Director of Psychology
Date Prepared:	April 2026

ROLE STATEMENT

General Role Statement:

The P5 Principal Clinical Lead Psychologist provides strategic and clinical leadership in promoting psychological and psychotherapeutic approaches to the assessment and treatment of mental health consumers within the Northern Health Mental Health Division.

The Principal Clinical Lead Psychologist supports and advances the delivery of high-quality psychotherapeutic interventions across disciplines, working collaboratively with clinical and professional leads to strengthen evidence-based practice. The role is a member of the Psychology Leadership Group, alongside the Director of Psychology and the Principal Psychology Educator, contributing to strategic planning, workforce development, and continuous improvement in psychological care.

This position is responsible for:

- As a senior leader within the Northern Health Division of Mental Health (NHDMH), this role leads the development, ongoing enhancement, evaluation, and governance of psychological interventions within the Community Clinical Model of Care.
- The role provides discipline-wide clinical leadership and professional support to the psychology workforce across NHDMH, including through the supervision and mentoring of relevant P4 psychologist roles.
- Overseeing the application and outcome evaluation of evidence based psychological treatment delivered across community and inpatient services.

All employees:

Quality, Safety, Risk and Continuous Improvement

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.

- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Northern Health's commitment to Child Safety
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service's Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza.

KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

Leadership:

- Lead, oversee and monitor the delivery and implementation of a high standard of evidence based psychological interventions and treatment to mental health consumers across all program areas within the MHD.
- Provide high levels of specialist knowledge, advice, or guidance to psychologists and other clinicians to support safe and effective consumer-centred care
- Provide clinical leadership, consultation and specialist expertise to psychology workforce and mental health clinicians in the delivery of specialist mental health care to consumers and carers
- Support and supervise the existing P4 psychologists in their clinical and service development practices.
- Lead and oversee the development, review & implementation of clinical governance documents utilised by psychology workforce in delivery of care
- Demonstrate and maintain personal competency in the performance of high quality clinical and technical skills.
- Lead the development of evaluations of psychological interventions that are broadly based and account for all clinical outcomes, service benefits for the NHDMH, qualitative feedback from consumers as well as numbers of contacts recorded.
- Liaise with professional leads to ensure clinical staff are appropriately oriented and provided with adequate supervision, training and professional development. This may also involve supporting the clinical supervision of tertiary students where applicable.
- Liaise with senior clinical leads from other mental health services and academic psychologists regarding development of psychological interventions within NHDMH

Governance

- Demonstrate comprehensive knowledge of clinical, professional and legal governance frameworks within the Mental Health Division.
- Provide and oversee evidence- and competency based professional supervision in accordance with supervision governance standards.

- Ensure psychologists practise within their professional scope, competence and qualifications, with duties allocated appropriately.
- Ensure compliance with professional practice standards, ethical codes, relevant legislation, and the *Mental Health & Wellbeing Act 2020*.
- Apply expertise in evidence based psychological assessment and treatment interventions aligned with existing clinical programs.
- Contribute to risk management through participation in risk registers and mitigation of legal, organisational, professional and consumer risks.
- Support quality improvement and change management initiatives within Psychology and Specialist Services.

Strategic and Project Leadership

- Work collaboratively with the Director of Psychology and professional leads to establish strategic directions aligned with Specialist Level 5 Mental Health Service requirements and Department of Health priorities.
- Contribute to and lead strategic initiatives, service improvement and quality improvement activities across the Mental Health Division.
- Support strategic and workforce planning within the Mental Health Division and psychology discipline.
- Represent and advocate for the psychology profession in designated strategic, operational and governance forums.

Organisation-Wide Contribution

- Support psychology leadership and workforce development through identification of learning needs and contribution to the design, delivery and evaluation of education and capability building initiatives.
- Work collaboratively with program managers, team leaders and multidisciplinary colleagues to identify and respond to the psychological needs of consumers across Northern Health mental health services.
- Contribute to workforce learning and interprofessional practice in partnership with the Psychology Education team and allied health disciplines, supporting a positive learning culture.
- Participate in local and organisational education activities, maintain mandatory training and ongoing professional development, including annual CPD goals.
- Ensure accurate and timely completion of required service data and reporting.
- Promote staff wellbeing, safety and quality practice through adherence to safe work practices, organisational values, performance feedback processes, and relevant policies, legislation and professional standards.

Diversity and Inclusion:

- Promote culturally responsive, trauma-informed, and inclusive care.
- Model respectful and collaborative behaviours aligned with Northern Health's values.
- Demonstrated ability to lead inclusive practice, support cultural safety for Aboriginal consumers and culturally and linguistically diverse communities, and address health inequities.

- Ability to ensure consumer, carer and lived-experience perspectives inform service design, delivery and evaluation.

Innovation and Culture Change:

- Demonstrated track record of driving innovation in clinical models, service delivery and workforce capability within a governance framework, including translating evidence into practice, overseeing evaluation and continuous improvement, and adapting services to meet emerging consumer and system needs.
- Liaise with professional leads to ensure clinical staff are appropriately oriented and provided with adequate supervision, training and professional development. This may also involve supporting the clinical supervision of tertiary students where applicable.
- Liaise with senior clinical leads from other mental health services and academic psychologists regarding development of psychological interventions within NHDMMH
- Have a comprehensive understanding of clinical, professional, and legal governance structures within the MHD
- Assist in the management of change through quality improvement and change management activities with respect to psychology and programs within Psychology and Specialist Services and as required more broadly
- Actively engages in organisational change and transformation processes to improve consumer outcomes.

SELECTION CRITERIA

Qualifications, Registrations and Qualities:

- General Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Psychology Board of Australia, and hold area of practice endorsement in clinical psychology.
- AHPRA registered board approved supervisor
- Computer literacy
- Current Driver's License
- Current National Police and Working with Children History Check.

Experience:

- Ten years or more years of experience as a senior psychologists(Grade 4) working within a public mental health services delivering specialist mental health treatments
- Demonstrated experience in the development and implementation of evidence based psychological treatments within public mental health services.
- Demonstrated experience in the mental health assessment, management and provision of therapeutic interventions including group work with consumers living with mental illness, their families and carers.
- Extensive experience in the provision of individual and group clinical supervision
- Experience in service development activities that promotes consumer recovery.
- Highly developed capability to provide expert clinical leadership, consultation and decision making across complex and high-risk clinical presentations.

Knowledge, Skills and Behaviours:

- Expert knowledge of contemporary, evidence based psychological assessment and treatment approaches for people with severe and complex mental illness across the lifespan.
- Advanced understanding of trauma-informed, recovery-oriented, and person-centred models of care within public mental health settings.
- Comprehensive knowledge of group, individual and systemic therapeutic interventions, including specialist and tertiary level treatments.
- Ability to lead, influence and support senior clinicians and professional leads, promoting consistency, quality and ethical practice across services.
- In-depth knowledge of the Victorian public mental health system, including service models, funding structures, performance frameworks, and system pressures.
- Comprehensive understanding of relevant legislation and regulatory frameworks, including the *Mental Health & Wellbeing Act 2020*, privacy and information sharing legislation, and professional ethical standards.
- Strong understanding of clinical governance, risk management, quality improvement and accreditation requirements within public health services.
- Highly developed interpersonal and communication skills, including the ability to influence senior stakeholders, lead multidisciplinary teams, and represent the profession in executive and external forums.
- Strong skills in negotiation, collaboration and partnership development across disciplines, services, and external agencies.
- Ability to advocate effectively for psychology and evidence based practice at a system level.

Employee Declaration

I have read, understood and accept the above Position Description.
 (Please print name)

Signature: Date:

