

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:	Psychology Professional Lead
Business Unit/Division:	Mental Health Division
Award Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021-2025
Classification:	PM1-PM5 -Psychologist Grade 4
Employment Type:	0.53 EFT Part time, Fixed Term
Reports to:	Director of Psychology Mental Health Division
Date Prepared/Updated:	30.7.2026

ROLE STATEMENT

The Psychology Professional Lead is a member of the Psychology Leadership Team within the Mental Health Division (MHD) and provides professional leadership, governance, and discipline-specific support to the psychology workforce across community and bed based adult services.

Working collaboratively with the Director of Psychology and psychology leadership and other professional disciplines to support the delivery of high-quality, evidence-based psychological care and contributes to workforce development, professional supervision, and capability building across psychology services. The role plays a key part in supporting the Psychology Early Career Program, psychology student placements, and the ongoing professional development of psychologists.

The Professional Lead contributes to the development and maintenance of professional standards, clinical governance, quality improvement, and workforce planning initiatives, including recruitment, retention, and professional support of psychologists. The role provides specialist advice to managers and multidisciplinary teams and represents psychology within relevant quality, risk, operational, and professional governance forums across community and bed-based mental health services.

The Professional Lead also provides leadership of the Mental Health Division Staff Incident and Wellbeing Response Program, working collaboratively with leaders and educators to promote workforce wellbeing, resilience, and psychologically safe workplace practices.

The position requires extensive experience in public mental health services, advanced clinical expertise in working with consumers experiencing complex mental health presentations, and the ability to provide consultation, supervision, and professional leadership across a range of service settings. The Professional Lead may, as required, provide direct clinical consultation, assessment, intervention, and contribute to research, service evaluation, and quality improvement activities.

This position is responsible for:

- Providing professional leadership, governance, and discipline-specific support to the psychology workforce across Northern Health Adult Mental Health Services (AMHS).
- Working collaboratively with the Director of Psychology, Principal Clinical Lead, Psychology Clinical Educators, operational managers, and multidisciplinary teams to support the delivery of high-quality, evidence-based psychology services.

- Supporting the Psychology Early Career Program, provisional psychologist placements, and the supervision, training, and professional development of psychologists across the service.
- Providing professional consultation and advice on psychology practice, workforce, and service delivery matters, and contributing to relevant governance, quality, risk, and management forums.
- Supporting psychology workforce planning activities, including recruitment, retention, deployment, professional support, and capability development.
- Facilitating psychology professional meetings, supervision frameworks, and communities of practice to promote professional engagement, consistency of practice, and professional standards.
- Providing leadership and oversight of the Mental Health Division Staff Incident and Wellbeing Response Program, including supporting critical incident responses and initiatives that promote workforce wellbeing, resilience, and psychological safety.
- Contributing to the development, implementation, and review of psychology policies, procedures, professional standards, and governance processes.
- Participating in quality improvement, service evaluation, research, clinical audit, accreditation, and other activities that support safe, effective, and evidence-based practice.
- Representing psychology within organisational committees and attending quality and risk management forums across community and bed-based mental health services.
- Providing specialist clinical consultation and, where required, undertaking direct clinical assessment and evidence-based psychological intervention for consumers with complex mental health presentations.
- Maintaining contemporary knowledge of psychology, mental health practice, workforce wellbeing, and professional standards through ongoing professional development and engagement with professional networks.

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

- Provide professional leadership and discipline-specific oversight for psychology services across the Mental Health Division.
- Work collaboratively with the Director of Psychology, Principal Clinical Lead, Psychology Clinical Educators, operational managers, and multidisciplinary leaders to support high-quality, evidence-based psychology services.
- Promote excellence in psychology practice through professional supervision, mentoring, consultation, and workforce support.
- Support recruitment, workforce planning, performance development, and succession planning activities for psychologists across the Division.
- Provide expert advice on psychology practice, workforce development, and service delivery matters.
- Facilitate psychology professional meetings and contribute to professional development activities that strengthen psychology practice and workforce capability.

Strategic and Project Management Leadership

- Support the implementation, review, and evaluation of psychology service initiatives, models of care, and professional practice developments across the Mental Health Division.
- Participate in divisional projects and organisational priorities as directed by the Director of Psychology.
- Contribute to quality improvement, research, service evaluation, and clinical audit activities that support best practice and positive consumer outcomes.
- Contribute to the development and review of professional standards, policies, procedures, and governance frameworks relevant to psychology practice.
- Support accreditation activities and ensure psychology services operate in accordance with relevant legislative, professional, and quality standards.

Organisation-Wide Contribution

- Represent psychology on relevant committees, governance forums, quality and risk meetings, and service development activities.
- Attend and contribute to Quality and Risk Management meetings across community and bed-based mental health services.
- Foster collaborative relationships across clinical programs, professional groups, and multidisciplinary teams to support integrated, consumer-centred care.
- Provide specialist consultation regarding complex clinical presentations and psychology practice issues.
- Promote consistency, quality, and continuous improvement of psychology practice across Mental Health programs.
- Develop and maintain effective relationships with internal and external stakeholders, including educational institutions, professional bodies, community agencies, and partner health services.

Diversity and Inclusion

- Promote culturally safe, recovery-oriented, trauma-informed, and person-centred care for consumers, families, and carers.
- Support culturally responsive and inclusive psychology practice across the Mental Health Division.
- Foster an inclusive workplace culture that values diversity, equity, respect, and psychological safety.

- Support staff to develop culturally responsive and inclusive practice through supervision, education, and professional development.
- Advocate for meaningful consumer, family, and carer participation in service planning and evaluation activities.

Workforce Wellbeing, Innovation and Culture

- Provide leadership and oversight of the Mental Health Division Staff Incident and Wellbeing Response Program.
- Coordinate and support responses to workplace critical incidents, ensuring timely and appropriate psychological support for staff.
- Work collaboratively with managers, Psychology Clinical Educators, and senior clinicians to develop and implement initiatives that promote workforce wellbeing, resilience, and psychological safety.
- Promote a culture of learning, reflective practice, and ongoing professional development across the psychology workforce.
- Support service improvement and practice development initiatives that enhance workforce capability, consumer outcomes, and staff experience.
- Encourage the use of evidence, feedback, and evaluation data to inform improvements in psychology practice, staff wellbeing, and service delivery.

SELECTION CRITERIA

Qualifications, Registrations and Qualities:

Essential:

- Post-graduate qualifications (Masters or Doctoral Degree) in Clinical Psychology, clinical neuropsychology or forensic psychology from an accredited program.
- Hold current general Registration as a Psychologist with the Australian Health Practitioner Regulation Agency (AHPRA) under the Health Practitioner Regulation National Law Act (2009), with endorsement in Clinical Psychology, Clinical Neuropsychology or Forensic Psychology.
- Psychology Board of Australia Approved supervisor, for Registrar Supervision (primary and secondary) and Higher Degree supervision.
- A minimum of 8 years' experience as a practicing clinical psychologist, including demonstrated expertise in the assessment and treatment of complex mental health presentations within mental health services.
- Demonstrated ability to provide professional leadership and discipline-specific oversight of psychology practice within a mental health service.
- Demonstrated experience in workforce development, including supervision, mentoring, professional support, and capability development of psychology staff.
- Demonstrated experience contributing to service development, quality improvement, research, evaluation, or evidence-based practice initiatives.
- Comprehensive knowledge of the Mental Health and Wellbeing Act, relevant legislation, professional standards, and contemporary mental health service delivery.
- Highly developed communication, consultation, and stakeholder engagement skills.
- Current Victorian Driver Licence.
- Current National Police Check and Working with Children Check.
- Meet Northern Health employment and immunisation requirement

Knowledge, Skills and Behaviours**Professional Leadership and Governance**

- Demonstrated ability to provide professional leadership and guidance to psychology staff within a multidisciplinary mental health setting.
- Demonstrated knowledge of clinical governance frameworks, professional standards, accreditation requirements, and Psychology Board of Australia guidelines relevant to psychology practice.
- Ability to support the development, implementation, and evaluation of psychology services, professional practice initiatives, and models of care.
- Demonstrated experience facilitating professional meetings, supervision structures, communities of practice, or professional development activities.

Workforce Development and Wellbeing

- Substantial experience providing supervision, mentoring, and professional support to psychologists and other mental health professionals.
- Demonstrated understanding of workforce planning, recruitment, capability development, and professional support requirements for psychology staff.
- Demonstrated knowledge of workforce wellbeing, psychological safety, critical incident response, and approaches that promote staff resilience and wellbeing.
- Experience coordinating or supporting staff wellbeing initiatives and responding to workforce wellbeing needs within a healthcare or mental health setting.

Clinical Expertise

- Substantial experience providing specialist psychological assessment and evidence-based interventions for consumers experiencing acute, severe, and persistent mental illness.
- Demonstrated expertise in the assessment and treatment of complex psychiatric, psychological, and psychosocial presentations.
- Advanced knowledge of contemporary psychological therapies and their application within public mental health services.
- Demonstrated ability to provide specialist consultation regarding complex clinical presentations.

Quality Improvement and Service Development

- Experience participating in quality improvement, service evaluation, research, clinical audit, or practice development activities.
- Ability to contribute to service improvement initiatives and support the achievement of organisational priorities.
- Demonstrated understanding of quality, safety, and risk management processes within healthcare services.
- Ability to contribute effectively to governance, quality, and risk management forums across community and bed-based mental health services.

Communication and Professional Practice

- Excellent interpersonal, consultation, negotiation, and relationship-building skills.
- Highly developed written communication skills, including the preparation of clinical assessments, reports, professional documentation, and policy or briefing papers.

- Ability to work effectively with people from diverse cultural, linguistic, gender, and social backgrounds and deliver culturally responsive and inclusive services.
- Demonstrated commitment to ongoing professional development and maintaining contemporary knowledge of psychology, mental health, leadership, and workforce wellbeing.
- Demonstrated proficiency in Microsoft Office applications and contemporary clinical information systems.

Employee Declaration

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

Signature:

Date: