

SENIOR FAMILY CLINICIAN – FAST CLINIC

JULY 2026

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POSITION SUMMARY

Location:	headspace Melton		
Functional area:	Primary Clinical Services		
Classification/ Salary:	Health Professionals and Support Services Award 2020, Health Professional Employee, Level 3 + 12% super + access to \$15,900 NFP salary packaging		
Job level:	Level 3		
Reports to:	Clinical Services Manager		
Employment type:	Part-time (0.8 FTE)		
Employment length:	Contract until December 17, 2027		
Direct reports	2	Indirect reports	-

POSITION PURPOSE STATEMENT

The Senior Clinician – Family Assertive Support Team (FAST) is a specialist leadership role responsible for implementing, delivering and overseeing the FAST Track Clinic at headspace Melton. This innovative clinic is designed to reduce wait times and improve outcomes for young people with complex mental health needs by providing assertive, community-based, family-inclusive interventions at the front end of the service pathway.

The Senior Clinician will provide clinical leadership, operational oversight, and supervision to a multidisciplinary team, including a mental health clinician and a Youth Peer Worker. They will deliver direct intake, assessment, care planning, referral, and consultation services to young people, their families/carers, and community stakeholders, while also supporting the professional development of team members through mentoring and reflective practice.

A key focus of this role is to embed family-inclusive practice across all aspects of service delivery and ensure timely access to care through intensive support. The Senior Clinician will apply the headspace Family Inclusive Practice (FIP) model to provide intensive, wraparound support to both young people and their families alongside the Family and Youth Peer workers. This includes psychoeducation, care coordination, and system navigation to strengthen family engagement with services, improve mental health outcomes, and enhance relational dynamics within the family unit.

REVOLUTION IN MIND

In addition to clinical duties, the Senior Clinician will be actively involved in service development, community engagement, and awareness-raising initiatives, helping to shape a more responsive and inclusive mental health service pathway at headspace Melton.

About headspace

headspace is a world-first youth mental health initiative that supports young people who are going through a tough time; whether it's depression, anxiety, relationship break-ups or alcohol and other drug issues. The youth-friendly services at headspace are aimed at teenagers and young adults in recognition of the fact that 75 percent of mental disorders emerge before the age of 25 years.

POSITION FOCUS

	Key responsibility area	Percentage
1	Leadership and supervision	30%
2	Service delivery	30%
3	Service Development	20%
4	Administration	10%
5	Other	10%

POSITION KEY RESPONSIBILITY AREAS

1. Leadership and supervision

- Facilitate consultation workshops with young people and families, seeking feedback on the proposed service pathway and model of care to ensure that the clinic meets the needs of young people and their families.
- Provide clinical leadership and supervision to staff and students
- Development of, and leading the implementation of the FAST clinic model, focusing on family engagement, timely access to care, and brief family interventions.
- Mentor and support team members in managing complex cases, fostering clinical confidence and competence, including co-facilitation of family sessions with FAST team and the broader headspace team.
- Work collaboratively with Senior Clinical Staff to foster a team-based approach that integrates clinical and peer-led support.
- Facilitate effective intake and referral processes within headspace and with external services, supporting team members in navigating these systems.
- Provide clinical leadership, operational oversight, and supervision to a multidisciplinary team, including members of the FAST clinic team ensuring alignment with headspace philosophy, strategic directions, and local procedures.

2. Service delivery

- Work under the direction of the Clinical Services Manager to support the provision of assertive youth and family friendly early intervention services at the headspace centre and hold a caseload of families to deliver in clinic and outreach services as required
- Provide timely, early intervention services to young people and their families/carers, aligned with the headspace Family Inclusive Practice (FIP) model.
- Work collaboratively with the Access and broader team to identify suitable referrals to the FAST clinic and conduct comprehensive intake and assessments to identify the needs, goals, and risks of young people and their families.
- Complete Family Needs Assessments and provide tailored support to families to enhance their capacity to support the young person.
- Provide a “no wrong door” approach through assertive, community-based support for young people and their families. This includes psychoeducation, brief and single-session family interventions, group-based supports, and assistance navigating complex service systems.

	• Implement and embed a structured call-back system to maintain proactive engagement with complex young people and their families. • Coordinate care with other services involved in the young person's and family's support network to ensure integrated and holistic care. • Demonstrate a commitment to culturally safe and sensitive service provision. • Engage in Professional Development activities and supervision as directed
3. Stakeholder Engagement	• Provide assistance with linking families into other family support, mental health, AOD and other relevant services in their area. • Provide information to families about headspace and other accessible resources and services relating to young people and their families. • Foster and develop relationships with internal and external stakeholders including health and welfare agencies. • Promote and assist in the development and embedding of family inclusive practice.
4. Administration	• Monitor and evaluate service delivery, including monthly tracking of wait times and service outcomes. • Contribute to the development of evaluation reports and impact summaries at the end of the funding period. • Maintain accurate and timely clinical documentation in accordance with service requirements. • Participate in internal meetings, supervision, and professional development activities.
5. Other	• Participate actively in Clinical Review Meetings and act as chairperson if required. • Contribute to continuous service improvement and innovation within the FAST Track Clinic. • Apply knowledge and support of the headspace framework of early intervention, de-stigmatisation, diversity, inclusion, and non-discrimination. • The role may incorporate other headspace related activities and responsibilities as directed by the Clinical Services Manager.

EDUCATION / QUALIFICATIONS

Essential	• Approved tertiary qualifications in a relevant discipline. (Psychology, Social Work, Occupational Therapy, Mental Health Nursing). • Must have full registration with AHPRA or eligibility for registration with AASW.
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EXPERIENCE / SKILLS

Experience / skills	• Established expertise in working in family support, youth mental health, alcohol and other drugs (AOD), community, or similar health services. • Advanced skills in providing high-quality, family-focused interventions, including single-session family consults, aligned with best practice and the headspace Family Inclusive Practice (FIP) model. • Clinical experience and skills in engaging and working collaboratively with families/carers in a mental health setting. • Strong knowledge of family systems and demonstrated ability to engage families/carers in care planning, psychoeducation, and support. • Proven experience in providing clinical supervision to clinicians, lived experience staff and/or students, and in supporting the professional development of staff. • Experience in contributing to the ongoing delivery and continuous improvement of high-quality clinical services.
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	• Demonstrated ability to work collaboratively within a multidisciplinary, peer-integrated team model. • Expertise in conducting comprehensive individual and family-based assessments, crisis intervention, brief treatment planning and care coordination. • In-depth understanding the key issues affecting young people, families, carers, and supporters of young people including but not limited to, mental health and/or substance use challenges, family violence, intersections with physical health, neurodevelopmental conditions, disability, and the evidence-based interventions to address them. Well-developed knowledge of relevant legislation, government policy, and strategic directions in youth mental health and alcohol and other drug (AOD) services. • Commitment to ethical practice, confidentiality, and professional standards in health and allied health settings. • Strong problem-solving, decision-making, and risk management skills, particularly within an early intervention framework. • Experience in community engagement, consultation, and capacity-building activities to support service development and responsiveness. • High level of digital literacy, including proficiency in clinical documentation, Microsoft Office (Word, PowerPoint), and client management systems.
Personal attributes	• Passion, energy and determination to make a difference to health outcomes for young people. • Ability to be self-motivated and directed, demonstrating a sound ability to proactively oversee and make decisions in relation to the intake/assessment services and young people's suitability for ongoing treatment/support services at the centre. • Demonstrated ability to work effectively in a multi-disciplinary team in a health setting and to provide leadership and supervision to staff and students. • Commitment to supporting clinical research within the service.

KEY RELATIONSHIPS

Internal	• Lived Experience workforce • Access Team Clinicians • Senior Clinicians • Administration Team • Allied health contracted staff • Clinical Services Manager
External	• Co-located services providers • GPs • Psychiatrists • Tertiary Services • Community organisations

SPECIAL REQUIREMENTS

• Unrestricted right to live and work in Australia. • A current National Police Check will be required. • Any offer of employment is conditional upon receipt and maintenance of a satisfactory Working with Children Check. • You may be required to work across more than one of Orygen's sites, which are currently located in the north and west of Melbourne. • A current Victorian driver's licence (desirable) • Our headspace sites operate after 5pm multiple times a week, availability to work across rotating shifts required.

SAFETY, HEALTH AND WELLBEING RESPONSIBILITIES

Employees are required to comply with all workplace health, safety and wellbeing policies and procedures of Orygen.

In addition, employees are expected to:

- Promote and demonstrate Orygen's high standards in relation to health, safety and wellbeing, while championing a culture of safety in the workplace.
- Take responsibility for their own safety, health and wellbeing and for their colleagues and others they work alongside, as far as they are able.
- Follow policies, training and guidelines related to Workplace health, safety and wellbeing, including reporting of unsafe work practices, incidents, hazards and near miss events.
- Be committed to promoting and protecting the safety and well-being of all children and young people and embedding safeguarding practices into all our programs and services.
- You may encounter sensitive information related to mental health as part of your work. Being aware of this and how it could affect you and planning accordingly is essential.

ACKNOWLEDGEMENT

Confirming this position description has been read and understood by:

Name	[insert name]
Signature	[insert signature]
Date	[insert date]