
CLINICAL CONTENT CHAPTER LEAD

OCTOBER 2026

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POSITION SUMMARY

Location:	Parkville – Hybrid working		
Functional area:	Orygen Digital		
Classification/ Salary:	\$135,000 - \$145,000 base salary pro rata commensurate with skills and experience + 12% super + access to \$15,900 NFP salary packaging & meals allowance		
Job level:	4		
Reports to:	Director, Digital Care		
Employment type:	Part time to Full-time (0.8-1.0 FTE)		
Employment length:	12-month contract, with potential to extend		
Direct reports	5	Indirect reports	-

POSITION PURPOSE STATEMENT

The Clinical Content Chapter Lead drives and executes the clinical content strategy for Orygen Digital, ensuring that every piece of content is evidence-based, engaging, and genuinely improves outcomes for young people aged 12–25 and their families. Recognising that this developmental window is a critical period for mental health and that families and supporters play a vital role in a young person's wellbeing, this role champions content that is youth-centred, family-inclusive, clinically robust, and memorable enough to change lives.

The Clinical Content Chapter Lead brings together clinical expertise, behavioural science, and creative, persuasive design to deliver impactful, technology-enabled experiences at scale. This is a hands-on role, with the Clinical Content Lead rolling up their sleeves to write content and support development and multimedia tasks as needed to help the team meet deadlines and deliver.

What is MOST?

Orygen Digital has developed world-leading youth mental health technologies. Our flagship MOST service is the first single digital solution specifically designed to integrate with, and address, the key limitations of current youth mental health services. It has been designed with and for young people and existing services, providing clinicians with evidence-based tools that can be used across the diagnostic and severity spectrums and all stages of treatment. Orygen Digital's MOST platform has been implemented across Australia's youth mental health systems and continues to expand.

REVOLUTION IN MIND

Working as part of a cross-functional, product-enabled team, bringing together diverse expertise from design, engineering, research, peer, content development, data analysis and youth perspectives. Collaborating in an agile way, iterating quickly to develop, test, and refine community features that best support young people's needs.

POSITION FOCUS

	Key responsibility area	Percentage
1	Content Strategy & Evidence-Based Direction	25%
2	Prioritisation, Stakeholder Engagement & OKR Delivery	20%
3	Content Development Process & Governance	20%
4	Team Leadership & People Management	20%
5.	Cross-Functional & Agile Collaboration	15%

POSITION KEY RESPONSIBILITY AREAS

- 1. Content Strategy & Evidence-Based Direction**
 - Drive and execute the clinical content strategy in line with organisational goals, ensuring content is engaging, scalable, and outcome-focused for young people (12–25) and their families.
 - Bring forward recommendations grounded in the evidence base, competitor analysis, and emerging sector trends.
 - Maintain and strengthen the evidence base underpinning all content, applying relevant theoretical models to map evidence to content design and digital engagement.
 - Champion persuasive system design and the intersection of content, product, and UX/UI to ensure content is clinically robust, memorable, and behaviourally effective.
 - Bring genuine passion for the potential of digital mental health and the reach of impactful content that changes lives.
- 2. Prioritisation, Stakeholder Engagement & OKR Delivery**
 - Organise and prioritise content initiatives based on feedback from stakeholders (young people, clinicians, services, and families) to help meet essential OKRs around engagement and efficacy.
 - Facilitate co-design and consultation that places young people, families, and clinical experts at the centre of content development.
 - Use data, analytics, research, and feedback to iterate rapidly and continuously improve engagement, efficacy, and scalability.
- 3. Content Development Process & Governance**
 - Develop, document, and continuously improve content development procedures, ensuring a consistent, high-quality, and repeatable approach.
 - Maintain audit-ready documentation to support clinical governance, accreditation, and compliance.
 - Embed safety, quality, and evidence-informed standards across every stage of the content lifecycle.
- 4. Team Leadership & People Management**
 - Provide line management for content team members, coaching and developing individuals to support performance, professional development, and wellbeing.
 - Role model adaptability, leading the team through change with a collaborative, safe, diverse, and inclusive culture.
 - Roll up your sleeves to write content and pitch in on multimedia production or general development tasks as needed, helping the team meet deadlines and deliver.

Comply with and support team compliance with organisational policies and procedures.
5. Cross-Functional & Agile Collaboration - Work in an agile manner with the Value Stream Lead and Squad Lead to surface interdependencies with other squads and align toward common goals. - Partner with product, engineering, data, and platform experience specialists to ensure content integrates seamlessly into technology-enabled care pathways. - Work with relevant research partnerships and projects to ensure alignment and integration across shared goals. - Empower the team to rapidly prototype, test, and scale content solutions.

EDUCATION / QUALIFICATIONS

Essential	Registration as a psychologist with AHPRA (preferably clinical psychologist, education, development psychologist).
Desirable	Postgraduate qualifications or formal training in digital health, digital innovation, human-centred design, instructional design, or UX/content design.

EXPERIENCE / SKILLS

Experience / skills	Essential - Demonstrated experience developing evidence-based clinical or psychoeducational content, ideally within a youth mental health context. - Demonstrated knowledge and application of psychological frameworks, mechanisms and evidence-based interventions. - Strong understanding of clinical governance, quality frameworks, and accreditation/documentation requirements. - Proven ability to lead and develop a team, with excellent people management and coaching skills. Desirable - Working knowledge of persuasive system design, behaviour change frameworks, and the content–product–UX/UI intersection. - Familiarity with measurement-based care, digital mental health platforms, and data-informed content optimisation. - Experience with co-design and lived-experience engagement methodologies, including working with young people and families.
Personal attributes	Passionate about digital mental health: Holds a genuine, energising belief in the potential of digital mental health and the power of impactful, memorable content to change the lives of young people and their families. Youth-centred and empathetic: Deeply attuned to the lived experience of young people aged 12–25, their families, clinicians, and services, and committed to keeping their voices at the heart of content decisions. Evidence-minded and creative: Draws on research, theory, and data while appreciating the craft of persuasive, engaging content; balances clinical rigour with the creativity needed to genuinely engage and retain young users. Collaborative and adaptable: Works effectively across disciplines and squads, builds trust, and thrives in an agile, fast-moving environment; comfortable with ambiguity, iteration, and change, and role models this for others. Rigorous, accountable, and a supportive leader: Values high standards, documentation, and clinical governance, while remaining genuinely invested in the growth, wellbeing, and development of team members within a safe, diverse, and inclusive culture.

KEY RELATIONSHIPS

Internal	Other Squad Leads
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	• Value Stream Leads • Orygen Digital Functional Leads • Strategy and Operations • Lived Experience Platform
External	• Young people, as key stakeholders and co-designers • External services and clinicians • Families and supporters of young people

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 within your state or interstate.
- Orygen Digital works as part of a cross-functional, product-enabled team—bringing together diverse expertise from design, engineering, research, peer, content development, data analysis and youth perspectives. You will also be expected to collaborate in an agile way for Business As Usual (BAU) work, iterating quickly to develop, test, and refine community features that best support young people's needs.

SAFETY, HEALTH AND WELLBEING RESPONSIBILITIES

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

In addition, employees are expected to:

- Take reasonable care for their own health and safety and that of others who may be affected by their actions or omissions and cooperate with Orygen's health, safety and wellbeing requirements.
- Champion a culture of safety and wellbeing by following relevant policies, procedures, training and guidelines, and promptly reporting incidents, hazards, near misses and safety concerns.
- Deliver work in accordance with Orygen's quality standards, clinical and practice guidelines governance, regulatory requirements, and continuous improvement processes.
- Contribute to culturally safe, respectful and inclusive workplaces and services, and support the safety, wellbeing and safeguarding of all children, young people and families engaged with Orygen.
- Recognise that work may involve exposure to sensitive information and potentially distressing content, including information related to mental health, and take steps to monitor and manage its impact on their own wellbeing.

ACKNOWLEDGEMENT

Confirming this position description has been read and understood by:

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