

CLINICAL CONSULTANT

JUNE 2026

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POSITION SUMMARY

Location:	Parkville/Hybrid		
Functional area:	National programs		
Classification/ Salary:	\$120,000 - \$130,000 pro rata commensurate with skills and experience + 12% super + access to \$15,900 NFP salary packaging		
Job level:	Level 4		
Reports to:	Clinical Program Lead, National Programs		
Employment type:	Part time (0.8 EFT)		
Employment length:	Ongoing, subject to funding		
Direct reports	-		-

POSITION PURPOSE STATEMENT

The Clinical Consultant plays a critical role in supporting the development and improvement of youth mental health services nationwide. Working within the National Programs multidisciplinary team, which has expertise in clinical care, implementation science, quality improvement, and research, the Clinical Consultant will support the implementation of key aspects of the Youth Specialist Care Centers (YSCC) as well as support the ongoing needs of the headspace Early Psychosis (hEP) program and Youth Enhanced Services (YES).

The role will have a focus on quality improvement and systems change through delivering workforce support, reflective practice, and tailored facilitation support, amongst other capability building strategies.

About National Programs

The National Programs team works across Australia to support the development, implementation, and quality improvement of key youth mental health services, including the Australian Early Psychosis Program (AEPP) and the transdiagnostic Youth Specialist Care Centres (YSCC). Working in close partnership with services delivering these models of care ("the network"), the team ensures that care delivered to young people is evidence-based, contemporary, and consistently high quality.

The team leads and delivers the following core programs:

REVOLUTION IN MIND

Workforce Development and Practice Support: Builds capability across the youth mental health workforce through Communities of Practice, newsletters, and targeted site-level support such as needs assessments, training, reflective practice, and clinical consultation to strengthen service delivery across the network.

Events: Coordinates and delivers virtual and in-person events for network staff and Primary Health Network (PHN) commissioners, facilitating knowledge exchange and cross-sector connection.

Fidelity Reviews: Assesses services against the relevant evidence-based model of care, providing a structured findings report to support continuous improvement.

Research & Evaluation: Contributes to the youth mental health evidence base through data analysis, research publication, and project evaluation.

Learning Management System (LMS): Designs, develops, and maintains an LMS housing resources, training materials, online modules, and network communication tools.

POSITION FOCUS

	Key responsibility area	Percentage
1	Clinical consultation, workforce support, learning activities and resource development	60%
2	Stakeholder engagement/ partnership building	20%
3	Fidelity and quality improvement	10%
4	Other	10%

POSITION KEY RESPONSIBILITY AREAS

- 1. Clinical consultation, workforce support and training**
 - Provide support, specialist consultation, workforce development activity and advice on new and existing programs to facilitate the establishment and continuous quality improvement of the sites to deliver the hEP, YES and/or YSCC model.
 - Provide the programs with access to resources and clinical expertise to support the delivery of the models in their local contexts.
 - Develop and deliver service and workforce development activities (face to face and virtually) to programs.
 - Provide practical assistance to programs in the development of policy, procedures, service elements, clinical interventions, evidence-based approaches and problem-solving.
 - Resource development (online learning activities, written resources).
 - Develop and support Communities of Practice and other activities to facilitate model implementation.
 - Offer opportunities to support the mental health workforce, service leaders and services to reflect on their practice both at a service and clinical level. This could include reflective practice, secondary consultation, coaching and leadership support.
 - Engage with the Research and Fidelity Program, Knowledge Translation Division and Workforce Development Team where capacity allows.
 - Provide professional organisational coaching services that are aligned with the International Coaches Federation (ICF) Core Competencies and Code of Ethics with mental health staff, teams, service leaders and programs.
- 2. Stakeholder engagement**
 - Build and maintain effective working relationships with programs, lead agencies and relevant PHNs.
 - Support organisations, services and PHN's in building and sustaining positive stakeholder relationships across the network and facilitate strategic thinking.
 - Participate in national forums run by Orygen for staff and where appropriate work with PHNs or programs.

3. Fidelity and quality improvement

- Participate in the assessment of fidelity and quality improvement activities to the model as required.
- Support the fidelity team in assessments, report writing and identifying areas for workforce support as required.
- Support the programs to improve service quality by implementing strategies suggested in fidelity/ quality improvement assessment reports.
- Support the fidelity/quality improvement process through feedback of the model.

4. Other

- Participate in team meetings, provide support and supervision to other team staff as requested, and promote positive team working relationships.
- Provide clinical expertise, clinical knowledge and support to other teams within knowledge translation as required.
- Collaboration and integration with implementation and research streams of National Programs.
- Comply with and support others to comply with Orygen's policies and procedures, including taking appropriate action to hold others accountable and promote a workplace culture that is safe, diverse and inclusive.
- Contribute to the promotion of youth mental health work nationally and internationally.
- Demonstrated understanding of learning health systems principles and the ability to use data, feedback and evidence to support continuous service improvement.

EDUCATION / QUALIFICATIONS

Essential	• Tertiary qualifications in nursing, allied health or health related discipline and current registration with the Australian Health Practitioner Regulation Agency or equivalent professional body.
Desirable	• Postgraduate qualifications in a relevant field (e.g., clinical psychology, mental health, psychotherapy, public health, or health service leadership). • Additional training or accreditation in evidence-based therapeutic approaches relevant to youth mental health.

EXPERIENCE / SKILLS

Experience / skills	• Extensive clinical expertise in the application of early intervention in the youth mental health field, with a strong foundation in early intervention and the application of transdiagnostic, formulation-driven approaches across a range of presentations. • Extensive post-qualification clinical experience in youth mental health, demonstrating clinical expertise. • Experience in workforce support and educational activities for clinical and non-clinical staff, delivered both face-to-face and online. • Well-developed interpersonal and communication skills (both verbal and written). • Experience in providing strategic advice, staff training and consultation/ clinical support and supervision to clinical programs, ideally within youth mental health programs. • Understanding of evidence-based practice related to youth mental health including comprehensive knowledge of the latest research, standards relevant to clinical practice. • Ability to participate in policy development and continuous quality improvement through ongoing service evaluation
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	• An understanding of the current policy context for youth mental health nationally. • Knowledge of relevant guidelines, research, policies and strategies related to the mental health service system.
Personal attributes	• Ability to work independently while modelling the values and approaches of Orygen • Highly developed organizational, administrative, and time management skills. • Ability to work in a complex environment, prioritizing own workload to meet competing deadlines. • Ability to work as part of a small team building open and transparent relationships.

KEY RELATIONSHIPS

Internal	• Chief of National Programs • National Programs Clinical Program Lead • National Programs Service Implementation Program Lead • National Programs Research and Fidelity Program Lead • Knowledge Translation division • Workforce Development team • Research teams • Learner developers • Australian Early Psychosis Collaborative Consortium (AEPCC) • Parkville Youth Mental Health and Wellbeing Service (PYMHWS)
External	• Service providers, including hEP, Youth Enhanced Services (YES) and YSCC • PHNs • Department of Health Disability and Ageing (DoHDA) • headspace National • Subject matter experts

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. • You will be required to travel to sites across Australia. • A current driver's license is preferred but not essential. • In line with government guidelines, this position may need to be based at home during certain periods. As such a reliable internet connection will be required. • Occasional out of hours, evening and/or weekend work may be required.
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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.
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- 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	
Signature	
Date	