

Clinical Lead – Youth Enhanced

POSITION TITLE	Clinical Lead – Youth Enhanced	VERSION	1.0
DATE APPROVED	25 June 2025	DATE EFFECTIVE	25 June 2025
REVIEW DATE	25 June 2026	DIRECT REPORTS	Up to 10

Organisation Summary

At Youth Focus, we are here to help create a world where a young person’s mental health does not get in the way of them being who they want to be. Since 1994, we have delivered a range of mental health services for young people aged 12-25 across Western Australia. As a for-purpose organisation, we are trusted to champion the mental health needs of young people in WA, supporting them to thrive in their community.

Our core values of Dynamic, Quality, Integrity, Collaboration and Compassion guide us in our working lives and unite us in our purpose. To find out more about our values and what they look like day-to-day in our workplace, visit [the way we work](#).

Position Summary

The Clinical Lead is a key leadership role within the Youth Focus Geraldton Youth Hub. They are passionate about people and practice and work in partnership with the Centre Manager and wider Leadership Team to provide safe, quality clinical practice within a multidisciplinary team.

This position is primarily responsible for ensuring the day-to-day integration and delivery of the Youth Enhanced Service is carried out to effectively meet the needs of young people. To achieve this, the incumbent is entrusted to lead clinical reviews meetings, provide clinical supervision and guidance, and general oversight of service delivery including the management of referrals and team capacity.

The Clinical Lead is dynamic and flexible and able to respond to clinical complexity and incidents appropriately, applying their significant experience to support the team’s ongoing development and actively driving the program’s alignment to the Youth Focus Values and Guiding Principles.

Key Working Relationships

Internal	External
Centre Manager – headspace Geraldton	Young People and their support systems
Clinical Coordinator – headspace Geraldton	Local schools and community groups
Youth Enhanced Service (YES) Team	Referrers and service providers
WACHS Youth Enhanced staff	General Practitioners

Position Description - Clinical Lead



Service Excellence Team

Consortium Partners

Key Results Areas

Accountability Behavioural Descriptors

CLINICAL LEADERSHIP

- Work under the direction of the Centre Manager to provide youth friendly mental health services within the Youth Focus Geraldton Youth Hub.
- Provide clinical leadership, consultation, advice, and expertise to clinicians in the delivery of mental health care to young people and their supports across the Youth Enhanced Service (YES).
- Deliver clinical guidance and supervision in accordance with Youth Focus Supervision Policy and professional day-to-day support to direct reports.
- Support the integration and delivery of a centralised intake service at the Geraldton Youth Hub.
- Coordinate the integration of medical care into service delivery including regular consultation with WACHS staff, including the Psychiatrist and Clinical Nurse Specialist where required.
- Provide and supervise the use of psycho-social assessments using the agreed tools, to determine young people's suitability for the service and delivery of evidence-based psychological interventions, with young people and their families.
- Coordinate regular clinical case review meetings and team meetings to ensure appropriate multi-disciplinary care and service delivery.
- Oversee the implementation and maintenance of clinical administrative systems and ensuring data entry occurs in a timely and accurate manner.
- Set and drive high standards of clinical, ethical and statutory compliance and ensure adherence to Youth Focus policies, processes and procedures.
- Maintain awareness of the YES team's clinical caseload and acuity and appropriately manage/support the team's workload, resources, and capacity, driving high standards of evidence-based service delivery.
- Respond to incidents and alert the Centre Manager of potential risks and areas of concern as they arise.
- Provide subject matter expertise on relevant clinical interventions, decisions, or delivery of programs.

SERVICE LEADERSHIP

- Liaise with relevant referrers and other services to promote a consistent and coordinated service delivery response for young people and their supports.
- Proactively contribute to the clinical integration of co-located services including headspace, CAMHS and MOST.
- In collaboration with the Centre Manager and Service Excellence, develop and review clinical governance documents, procedures and guidelines and ensure all clinical practice and activities performed in the team follow the YES standards, procedures, and service guidelines.
- Contribute to the vision, strategic planning, and relevant policy development for service and actively participate as a member of the Geraldton Clinical Leadership team.
- Ensure the collection of all relevant data in order to measure outcomes, outputs, and continuously evaluate and improve on the delivery of services.

Position Description - Clinical Lead



	<ul style="list-style-type: none"> • Support the Geraldton Clinical Leadership team in the delivery of new projects and change processes, including acting as a communication conduit to support clinical staff through change. • Proactively keep up to date with research, literature, reviews as well as international & local best practice, providing input for service improvements. • Develop case studies and reviews of work completed and in consultation with the Centre Manager, facilitate presentations/training to forums and identify publishing opportunities in relevant journals and publications. • Identify opportunities to collaborate with and learn from external agencies, services, and organisations.
<p>PEOPLE LEADERSHIP</p>	<ul style="list-style-type: none"> • Foster an engaging team culture aligned with organisational values. • Recognise and reward positive work contributions of your team. • Oversee robust supervision, guidance, and development structures to ensure all team members feel supported in carrying out their duties and to develop team capability. • Support the Centre Manager and HR in appropriate recruitment and onboarding processes, including thorough induction and orientation of new staff, contractors and co-located workers to relevant policies and procedures. • In partnership with the Centre Manager complete probationary and PDP processes, driving the team's development plans and enabling continuous improvement. • Ensure that under performance or conduct issues are dealt with appropriately with the Centre Manager, HR, and appropriate WACHS staff. • Facilitate internal training and knowledge sharing sessions for staff, contractors and co-locators in consultation with the Leadership Team. • Ensure clinical staff are provided with adequate supervision, training, and professional development. This may involve the clinical supervision of tertiary students where suitable.
<p>OTHER DUTIES</p>	<ul style="list-style-type: none"> • Fulfil any other duties as directed within the scope of this position and within your skills, experience, and training. • Carry an appropriate caseload in negotiation with the Centre Manager. • Demonstrate and maintain personal competency in the performance of high quality clinical and technical skills through direct service delivery. • Commit to regular engagement in personal, professional and team development. • Participate in the development, implementation and evaluation of Youth Focus and headspace programs and initiatives. • Attend/volunteer at Youth Focus and centre events where possible. • Read, understand, and comply with all Youth Focus policy and procedure inclusive of Work Health and Safety requirements and the organisation's Code of Conduct.
<p>SAFETY DUTIES</p>	<p>In line with Youth Focus WHS policy, adhere to the following:</p> <ul style="list-style-type: none"> • Take care of own safety, health, and wellbeing, and ensure fitness for work. • Complete necessary training and ensure job can be done in a safe way. • Follow health and safety advice and instructions and comply so far as reasonably able to with instructions given by management. • Report all hazards, incidents, and WHS issues to your manager and take immediate steps to correct unsafe or unhealthy workplace conditions or hazards within your authority and ability to do so. • Take reasonable care that what we do (or what we don't do) doesn't adversely affect the health and safety of other people.

Position Description - Clinical Lead



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- Engage in consultation with management to identify, assess and control hazards and the effectiveness of such controls.
 - Enforce safe work practices and procedures when you encounter opportunities to do so.
 - Ensure corrective safety measures are implemented in a timely manner.
 - If staff are injured or ill, promote quick return to work through consideration of light or altered duties and through responsible injury management in consultation with medical expertise.
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Competency Profile

Required Experience & Knowledge

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- Demonstrated experience in the leadership of multidisciplinary teams, including the provision of clinical supervision and the facilitation of clinical review.
 - Demonstrated advanced knowledge working with young people and families including those experiencing moderate-severe mental health challenges, at risk of suicide, FDV, and child protection issues.
 - Demonstrated experience and ability to undertake complex clinical screenings/assessment to determine needs and level of risk and to refer to other services as appropriate.
 - Extensive experience responding to incidents and mitigating risk.
 - Extensive experience of working in a mental health and substance use intervention setting specifically with young people aged 12 to 25.
 - Excellent written and verbal communication skills.
 - Ability to problem solve and work creatively with young people.
 - Commitment to supporting clinical research within the service.
 - Knowledge, skills, and experience in developing, implementing, and evaluating group programs for young people and a demonstrated understanding of group work processes.
 - Experience in service development and maintaining continuous quality improvement.
 - Proven track record in building and maintaining effective working relationships with a range of internal and external stakeholders.
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Qualifications

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- Tertiary level qualifications in an allied health discipline including social work, psychology, mental health nursing, or occupational therapy.
 - Current full registration with AHPRA or current full membership with the AASW.
 - Post graduate qualifications in an area related to youth mental health (*desirable*).
 - AHPRA approval to provide supervision to clinical placement students (*desirable*).
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Other Position Relevant Requirements

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- Commitment to upholding Youth Focus Values and Purpose.
 - Must possess a deep understanding and appreciation for inclusion within the workforce and within our client and stakeholder base.
 - Working with Children Check Card.
 - Satisfactory National Police Clearance.
 - 'C' Class Driver's License and access to a reliable vehicle.
 - Capacity to travel and occasionally work outside of standard hours, when required.
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*Accessibility requirements and/or adjustments can be directed to
humanresources@youthfocus.com.au*

Position Description - Clinical Lead



Appendix Time Distribution

(Please note the percentage distribution is an estimate only and it can vary)

Area	High Level Tasks	Time Distribution
Clinical Leadership	Clinical Input and Oversight <ul style="list-style-type: none"> - Intake - Allocation - Case Review - Care coordination support - Referrer engagement - Safety and Risk 	25%
	Clinical Advice <ul style="list-style-type: none"> - Decision Making - Assessment - Escalation - Incident Response 	15%
	Clinical Supervision (percentage to adjust pending team size) <ul style="list-style-type: none"> - Individual - Group/ Peer 	20%
Service Leadership	Service Improvement <ul style="list-style-type: none"> - Programs, Policy and Processes - Continued Quality Improvement - Change Management - Outcomes Reporting - File Audits 	10%
People Leadership	Team Management (in partnership with Centre Manager) <ul style="list-style-type: none"> - Recruitment - Performance Development - Training - Wellbeing - Probation 	25% (team size dependent)
Clinical Practice	Practicing Case Load (Individual/ and or group)	5%