

Position Description

Position Title:	Clinical Director, Greater Shepparton, Strathbogie, Moira Local
Operationally reports to:	Divisional Clinical Director, Mental Health
Professionally reports to:	Chief Medical Officer
Department:	Goulburn Valley Area Mental Health & Wellbeing Service
Directorate:	Community Care & Mental Health
Cost centre:	H0252
Code & classification:	Specialist Year 1 – 9 depending on qualification and experience in this field
Employment conditions:	AMA Victoria – Victorian Public Health Sector – Medical Specialists Enterprise Agreement 2022 – 2026 and GV Health Policies and Procedures (and as varied from time to time)

GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

POSITION SUMMARY

Greater Shepparton, Strathbogie & Moira Adult and Older Adult Local Mental Health and Wellbeing Service (GSSM Local)

A key recommendation made in the Royal Commission into Victoria's Mental Health System final report was the establishment of Local Adult and Older Adult Mental Health and Wellbeing Service across Victoria. The new service stream, now known as Mental Health & Wellbeing Locals (Locals Services) are an important part of Victoria's reformed mental health and wellbeing system.



The GSSM Local service is delivered through a consortium comprising of Wellways (lead agency) Goulburn Valley Health and APMHA HealthCare.

Wellways: is a respected Australian mental health, wellbeing and carer service that comprises of teams of wellbeing workers, clinical consultants, support workers, peer workers and counsellors who are dedicated to ensuring all the people they serve have opportunities to fully participate in the community. Wellways have

more than 40 years' experience working with individuals, families, carers and the community to identify their needs and goals and attain a great life in their community.

APMHA HealthCare: is a Not-For-Profit company which has evolved from the Victorian Primary Mental Health Alliance Pty Ltd who were established in 2015. Their focus primarily revolves around primary mental health care within a Stepped Mental Health framework. They provide intake, triage, secondary consultation and clinical and psychological services for a variety of funders through nominated program streams by a diverse and experienced professional workforce across Australia.

Working Together - How We Will Deliver Service

The GSSM Local will operate 7 days a week, with extended operating hours to support a flexible and responsive service. The GSSM Local will provide easy to access, high quality assessment, treatment, care and support to people aged 26 years and over experiencing mental illness, psychological distress or drug and co-occurring substance use or addiction issues. The GSSM Local will focus on those whose needs cannot be met by primary and secondary mental health and alcohol and other drug providers alone and who do not require intensive or ongoing care from Area Mental Health Services.

The Local Service model will provide integrated clinical support, care and wellbeing support to participants and their family members or carers. It is community-led and integrated through partnership that shares power, creating a responsive, flexible and helpful service. This model aims to improve the capacity of individuals to engage in our community and develop resilience to any situations of future psychological distress.

Mental Health and Wellbeing Locals are free, voluntary, and easy to access, with no referral required. Importantly, these new services will be delivered on the basis of 'how can we help?' and a 'no wrong door' approach, focused on giving choice and control over how the participant wants to receive support.

This will make it easier for the participant to access the support they need, closer to home and family, carers, and support networks.

Commitment to Reconciliation

The GSSM Local acknowledges that Aboriginal and Torres Strait Islander people have not always been well-served by mental health and disability organisations, and that their social and emotional wellbeing has been impacted by generations of trauma, injustice and deprivation. As partner organisations we recognise our responsibility in addressing these issues of injustice, inequality and stigma as part of ensuring our services are both welcoming and helpful for people and their families. As part of our commitment to reconciliation we are working to create culturally aware and safe services for First Nations Community Members.

ROLE STATEMENT:

The Clinical Director of GSSM Local will work in partnership with GSSM Local Operations Manager. The Clinical Director will be responsible for developing and implementing the Clinical Governance Framework to inform the work of GSSM Local. To do so, they will partner with both members of GSSM Local and people with Lived or Living Experience of mental illness and/or psychological distress. The Clinical Director will provide clinical leadership to GSSM Local partners to help develop a service that provides treatment, care and supports that is responsive, culturally sensitive and evidence-based. Priority is given to people who experience barriers to access and/or people who face the greatest barriers to good health and wellbeing. The Clinical Director will also lead the efforts to develop evidence base where such evidence either does not exist or is not sufficiently robust. The Clinical Director will be involved in the Royal Australian & New Zealand College of Psychiatrist's (RANZCP) specialist training in psychiatry at GV Health, including supervision of trainees rotating through GSSM Local.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to the following:

The Clinical Director will be responsible for three areas: (1) Clinical Governance, (2) Supervision and Training of staff, especially Trainee Psychiatrists and (3) Clinical Care:

Clinical Governance:

The Clinical Director will provide leadership in clinical governance, being the system by which the governing body, managers, clinicians and staff share responsibility and accountability for the quality of care, continuously improving, minimizing risks, and fostering an environment of excellence in care for consumers/patients/residents. The Clinical Director will take the lead in developing and implementing the following two components of the GSSM Clinical Governance Framework: clinical performance and effectiveness and consumer safety and quality improvement systems. The Clinical Director will collaborate with GSSM Local Operations Manager to develop the other elements of the GSSM Clinical Governance Framework, i.e., governance, leadership and culture; safe environment for the delivery of care and; partnering with consumers. The Clinical Director will collaborate with GVAMWHS Divisional Clinical Director and Divisional Operations Director to ensure that the transitions of consumers between GSSM Local and GVAMWHS are managed such that consumers and carers experience high quality care.

Supervision and Training:

The Clinical Director will lead the development of supervision and training of staff of GSSM Local in collaboration with various internal and external partners. The Clinical Director will specifically develop the supervision and training of staff employed by GV Health, including the Trainee Psychiatrist. GV Health is an accredited RANZCP training program for specialisation in psychiatry. While GV Health provides advanced training in General Adult Psychiatry, Child & Adolescent Psychiatry, Psychiatry of Old Age, Consultation-Liaison Psychiatry and Addiction Psychiatry, its vision is to provide the best training for developing medical experts in psychiatry. The Clinical Director will be responsible for the development of the training experience for Trainee Psychiatrists rotating through GSSM Local with a focus on the understanding and care of people with psychological distress, common mental illnesses/conditions such as anxiety and depressive disorders or less severe alcohol/substance use disorders. This may include provision of both individual and group psychotherapies.

Clinical Care:

The Clinical Director will, directly or indirectly, assess consumers of the GSSM Local with a view ensure that a shared formulation is developed with the consumer that informs the person's treatment, support and care plan. The Clinical Director will ensure that clinical records are completed in a timely manner and there is a multidisciplinary approach to treatment.

KEY SELECTION CRITERIA

Formal Qualification(s) and Required Registration(s):

- Current registration with the Australian Health Practitioner Regulation Agency as a Medical Practitioner
- Fellow of the Royal Australian & New Zealand College of Psychiatrists or equivalent, i.e., be eligible to register through Specialist pathway.

- Post graduate management qualifications or working towards

Essential:

- Significant senior management experience within public healthcare
- Strong leadership skills that foster a positive team culture and sound working relationships with a range of stakeholders
- Demonstrated effectiveness as a manager with an ability to initiate, lead and manage change
- Demonstrated abilities in the development and implementation of operational plans and achieving outcomes
- Demonstrated understanding of the complexities of the Victorian mental health system
- Sound financial and staff/human resource management skills
- Experience in strategic and business planning, and the ability to develop grant applications
- Understanding of health service provision under current state/federal funding models
- Computer literacy at intermediate level for Microsoft applications
- Demonstrated ability to work in partnership with the other health leaders to provide strategic and operational service direction.
- Demonstrated commitment to contributing to education and training of the multidisciplinary team.
- High level of knowledge of the Mental Health and Wellbeing Act 2022 and in particular its application to quality mental health care.

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful achievement of:

- Development and implementation indicators that will measure the quality and safety of treatment, care and support provided to consumers.
- Conduct of relevant clinical practice audits.
- Participate and report on audits and quality activities to the GVAMHWS Division Quality, Safety, Performance & Operational Committee.
- Participation in GV Health Accreditation processes (e.g., Office of the Chief Psychiatrist, National Safety & Quality Healthcare Standards etc.).
- Registration is maintained and working within scope of practice
- Attendance and active participation at meetings as required
- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
- Active participation in the Performance and Development review process

ALL GV HEALTH STAFF ARE REQUIRED TO

- Demonstrate GV Health's CREATE values and behaviours and being a role model for living the values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
- Develop and maintain collaborative relationships with all other teams and professionals;
- Promote and enable efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;

- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
- Contribute to organisational quality and safety initiatives;
- Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
- Complete and maintain all mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
- Comply with requirements of the National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
- Comply with the principles of patient and family centred care;
- Not smoke or vape on GV Health premises;
- Comply with immunisation requirements as per the Victorian Department of Health Victoria;
- Comply with all applicable position pre-employment checks that are relevant to the role, which may include but is not limited to; police checks, Working with Children's Check (WWCC), National Disability Insurance Scheme (NDIS) and Aged Care screening requirements;
- In this role you may occasionally interact with distressed, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. All staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment.

ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

Community Care & Mental Health

Clinical Director – GSSM Local

Reviewed by:

Divisional Operations Director – Mental Health

Issue Date:

September 2025

ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

OUR STRATEGIC PLAN

The Goulburn Valley Health Strategic Plan 2024-2026 provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

FOR MORE INFORMATION

Application tips: [Application Tips - GV Health](#)

GV Health: <https://www.gvhealth.org.au/about/>

Child Safety and Wellbeing: [Child Safety and Wellbeing - GV Health](#)

Living in Goulburn Valley: [Goulburn | Regional Living Victoria](#)

GV Community Connector: [Community Connector Program for Businesses](#)