

Position Description

Position Title	Senior Clinician - CASEA Coordinator
Position Number	30027073
Division	Clinical Operations
Department	Child and Adolescent Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Social Worker G4 Y1 – Y3, Social Worker G4 Y1 – Y4, Occ Therapist G4 Y1 - Y4
Classification Code	NP75 - NP77, HR25 - HR28, HR9 – HR12
Reports to	Manager of CAMHWS
Management Level	Tier 4 - Shift Managers, Team Leaders & Supervisors
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Working with Children Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

CASEA (CAMHS and Schools Early Action) is an early-intervention program designed to support young children who display challenging behaviours or are at risk of developing conduct disorders. Working within primary schools, CASEA brings together children, parents, teachers, and mental health professionals to improve behaviour regulation, social skills, family relationships, and classroom functioning.

The program uses a coordinated, multi-system approach that includes child-focused interventions, parent training, teacher support, and school-based strategies, with the goal of supporting engagement, improving educational outcomes and preventing more serious behavioural, social, emotional, and educational difficulties from developing over time.

Responsibilities and Accountabilities

The CASEA Senior Clinician leads the planning, coordination, operationalising and evaluation of the early intervention program ran for students experiencing emotional or behavioural challenges. The position is responsible for leading the team, stakeholder engagement, service development and clinical oversight ensuring the delivery of high-quality evidence based early intervention services across partnering primary schools.

Key Responsibilities

Clinical

- Provide clinical leadership and consultation CASEA clinicians and education staff to support high quality assessment, formulation and intervention planning.
- In partnership with CASEA clinicians, students, families and school staff, undertake comprehensive biopsychosocial assessment, develop individualised support strategies that address identified needs and promote positive educational, social and emotional outcomes.
- Lead and support the development, implementation and evaluation of evidence-based parent, child and family group programs within schools.
- Coordinate and deliver evidence-based teacher professional learning, secondary consultation and capacity- building activities to strengthen school responses to student wellbeing and behavioural concerns.
- Maintain strong partnerships with Bendigo Health CAMHWS Clinical teams and Clinical Leadership to support consultation, integrated care and referral pathways for children and families.
- Promote trauma informed, family centred and culturally responsive practice across all aspects of service delivery.
- Foster a culture of reflective practice, continuous learning, quality improvement and evidence-based clinical practice within the CASEA team.
- Support student placements, mentoring and workforce development activities as required.

Managerial

- Provide operational leadership and day-to-day management of the CASEA program and team across participating schools.
- Develop, maintain and strengthen collaborative partnerships with schools, Department of Education stakeholders and community agencies to support program delivery and outcomes.
- Participate in recruitment, onboarding, orientation, supervision and performance development of CASEA staff.
- In partnership with CAMHWS manager, develop, implement and review policies, procedures, protocols and guidelines relating to school selection, referrals and program implementation.
- Chair and coordinate the bi-annual CASEA Management Group meetings with DET and represent the program at State-wide CASEA meetings, forums and networks.
- Ensure compliance with Bendigo Health policies, documentation standards, outcome measurement requirements, data collection and reporting obligations.
- Lead quality, risk, safety and continuous improvement activities to support effective program governance.
- Contribute to organisational initiatives, projects, committees and portfolio responsibilities, including quality, accreditation and occupational health and safety activities.
- Undertake other duties as required.

Key Selection Criteria

Essential

1. Post graduate qualifications in mental health and/or related field in addition to baseline qualifications and registration with AHPRA as a Registered Nurse or Occupational Therapist, or meet credentialing requirements and eligibility for AASW as a Social Worker.
2. Extensive experience (usually at least 5 years) and expertise in the provision of community based clinical child and adolescent psychiatric services and an ability to assess and manage complex clinical issues in the context of multi - disciplinary teams.
3. Extensive experience in working systemically with young children who have challenging behaviours, their families and their system of care and support, including individual, group and parent focused clinical services.
4. A comprehensive knowledge of the relevant legislation applicable to the provision of psychiatric services in Victoria along with a sound understanding of the requirements of service delivery within the context of Federal and State Government policies and strategic guidelines. Demonstrated leadership, human resources management and interpersonal skills along with excellent written and verbal communication skills.
5. High level communication skills with the ability to liaise, consult and develop effective working relationships with relevant family members, team members, a broad range of health professionals, and community agencies.
6. Knowledge of Quality Improvement and flexibility to operate and lead a team in an environment of change with a focus on continuous improvement.
7. Demonstrated evidence of participation in education and training of other staff, and an independent commitment to ongoing professional development.
8. Proficient computer and data entry skills.
9. A personal approach which is positive, enthusiastic and passionate leading to the ability to positively contribute to the team culture, provide excellent customer service and achieve best outcomes for consumers.

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.