

POSITION DESCRIPTION



Position Summary	
Role Title	Clinical Manager
Reports to	Deputy Chief Executive Officer
Award	Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS)
Classification	SCHADS Level 8 pay point 1 to Level 8 pay point 3 negotiable depending on qualifications and range of experience.
Employment	Full time <input checked="" type="checkbox"/> Part time <input type="checkbox"/> Contract <input type="checkbox"/>
Location	Primarily based in Lakes Entrance but may be required to work at other YWAHS sites

Our vision

Aboriginal people enjoy their culture, family, work and community life in a safe environment free from violence.

Our mission

Prevent and eliminate family violence so that individuals, families and our communities can live free from violence. We do this through wrap-around services and programs that support healing and cultural

Cultural statement

- Aboriginal and Torres Strait Islander peoples have the oldest continuous cultures in the world.
- YWAHS celebrates and takes pride in the rich spiritual connection, cultural values and practices of Aboriginal and Torres Strait Islander peoples.
- We celebrate the significant contributions made and cultures shared to enrich all communities.
- We acknowledge and respect the special place of the Traditional Owners.
- We appreciate and value the opportunity to live, work and thrive on their lands.

Our principles and values

SELF DETERMINATION A fundamental principle and practice that supports the exercise of true freedom. Full and total control of Aboriginal and Torres Strait Islander peoples' safety, healing, connections to land, country, culture, communities, and futures.

FREE FROM VIOLENCE Everyone has the right to live free from family violence and the fear of family violence.

CULTURAL RESPECT Recognising the cultural diversity that exists among our staff, clients and their families. Respecting the rights, views, values and expectations of Aboriginal and Torres Strait Islander peoples.

HOLISTIC APPROACH Encompassing the wellbeing of an individual, family and community. Recognising not only the physical but the social, cultural, spiritual, emotional and environmental influences of health and wellbeing.

INTEGRITY, TRUST and HONESTY in all our activities. Treating everyone equally, with courtesy, honesty respect and fairness. Being non-judgemental, and modelling ethical behaviour and practice.

ACCOUNTABILITY and PROFESSIONALISM Commitment to delivering safe and professional services to the community. Ensuring cultural appropriateness. Respecting personal and diverse boundaries and practices. Delivering outcomes for clients, community and the organisation.

COLLABORATIVE RELATIONSHIPS with our clients, community, partner agencies, governments and stakeholders to ensure coordination.

KINDNESS, COMPASSION, COURTESY and DIGNITY in our relationships with our clients, our stakeholders and with each other. Valuing the diversity of people and showing proper regard for their interests and **HUMAN RIGHTS**.

POSITION DESCRIPTION



CHILD SAFE YWAHS is a child-safe organisation and is committed to ensuring the safety and wellbeing of children and young people with zero tolerance for child abuse. All successful applicants will be required to undertake a National Police Record Check and Working with Children Check prior to commencement of employment and periodically following commencement. YWAHS is an equal opportunity employer and has a smoke-free workplace policy.

MARAM This position is designated under the Multiagency Risk Assessment and Management framework (MARAM) Identification (Tier 1) which requires mandated MARAM Family Violence Comprehensive training and MARAM Comprehensive responsibilities.

Role Purpose

Position Overview

The Clinical Manager leads YWAHS's clinical team in providing trauma-informed, culturally safe services within a holistic model of health and wellbeing. The position supports the recovery and healing of Aboriginal victims, individuals, families, and communities affected by family violence, while ensuring high-quality clinical governance and service delivery.

Governing Principles

- Work within a supportive team environment that recognises Aboriginal health and wellbeing as a holistic model
- Promote and demonstrate the Social Model of Health, Social Justice, and YWAHS Philosophy
- Utilise an Aboriginal Cultural Competency Framework inclusive of Therapeutic and Trauma-Informed Approaches
- Acknowledge and utilise individual team member skills and differences
- Promote continuous quality improvement in all activities

Key Accountabilities

Clinical Leadership & Service Quality

- Lead and supervise the clinical team, ensuring culturally safe service delivery
- Oversee intake, assessment, and clinical support processes
- Provide clinical supervision and support to team members
- Monitor and evaluate clinical outcomes
- Implement clinical quality management systems
- Lead clinical risk management initiatives
- Maintain clinical practice standards
- Ensure MARAM Framework compliance in clinical practice

Service Planning & Development

- Contribute to strategic and operational planning
- Manage clinical programme budgets and resources
- Develop and implement service delivery models
- Foster partnerships with external stakeholders
- Lead continuous improvement initiatives
- Support funding submissions and programme development
- Participate in service delivery reviews
- Develop programmes based on community needs

Clinical Practice & Service Provision

- Guide development of therapeutic interventions
- Ensure trauma-informed approaches
- Maintain high standards of case management
- Support complex case consultation
- Oversee clinical risk assessment processes

POSITION DESCRIPTION



- Ensure appropriate referral pathways
- Maintain clinical expertise
- Provide direct client support when required

Cultural Safety Leadership

- Develop culturally safe clinical practices
- Integrate traditional healing approaches
- Support cultural supervision processes
- Lead cultural competency development
- Foster community connections
- Ensure cultural safety in clinical interactions
- Support Aboriginal-led solutions

Staff Development & Management

- Provide regular clinical supervision
- Support professional development
- Manage workload distribution
- Foster positive team culture
- Lead team meetings and case reviews
- Monitor staff wellbeing
- Facilitate professional growth
- Ensure clear goals and accountabilities

Other Employee Requirements

Cultural Diversity

Actively participate in a continuous process of developing cultural competence by broadening knowledge of and respect for diverse individuals and communities, with particular emphasis on the Wellington and East Gippsland demographic.

Teamwork

Work proactively with all members of the YWAHS Team in supporting the organisations aspirations and its strategic aims.

Other

May be required to perform other duties not specified within this document but commensurate with their classification, experience, and skills.

Required knowledge and skills (key selection criteria)

1. Clinical Leadership and Professional Experience

Demonstrate your experience in:

- Tertiary qualifications in Social Work (AASW eligible), Behavioural Sciences, or Community Welfare
- Leading clinical teams in family violence services
- Implementing clinical governance frameworks
- Managing complex cases and client needs
- Providing clinical supervision and professional development
- Coordinating interdisciplinary approaches
- Experience in assessment and therapeutic interventions
- Proven skills in risk assessment and management

2. Cultural Competency and Therapeutic Approaches

Demonstrate your capability in:

- Understanding Aboriginal culture and intergenerational trauma
- Implementing culturally safe clinical practices
- Working with Aboriginal healing frameworks
- Applying trauma-informed approaches
- Knowledge of family violence support systems

POSITION DESCRIPTION



- Building community relationships
- Early intervention approaches
- Understanding Aboriginal social and emotional wellbeing

3. Education & Experience

- Tertiary qualifications in relevant discipline (Social Work, Behavioural Sciences, Community Welfare)
- Experience in family violence sector or related areas
- Understanding of Aboriginal cultural context in family violence
- Proven leadership in multi-disciplinary teams
- Experience in programme and strategic planning

4. Essential Knowledge and Skills

- Skills in complex client assessment and counselling
- Knowledge of Aboriginal and mainstream service systems
- Understanding of intergenerational trauma
- Experience in trauma-informed approaches
- High-level case management skills
- Sound judgement and problem-solving abilities

Mandatory role requirements

Employment Conditions

- Full-time position (38 hours per week)
- Based in East Gippsland/Wellington region
- Travel required across service locations
- Flexible working arrangements available
- Professional development support
- Cultural leave provisions
- Salary packaging benefits available
- Access to Employee Assistance Programme

Mandatory Requirements

- Current Working with Children Check (Victoria)
- National Police Check
- Current Victorian Driver's Licence
- COVID-19 vaccination requirements as per current Victorian health directives

Reporting Relationships

- Reports to: Deputy Chief Executive Officer
- Direct Reports: Clinical Team Members
- Key Relationships: Executive Management Team, Quality & Compliance Manager, External Partners

POSITION DESCRIPTION



Job Demands Checklist

YWAHS endeavours to provide a safe working environment for all staff. The table below describes the demands and risk factors associated with this job. Applicants must review this information to ensure they can comply with these requirements. Successful applicants will be required to sign the acknowledgment at the end of the position description to confirm their ability to perform the job demands of this position.

Frequency Definitions

I	Infrequent	Activity required occasionally, not necessarily all shifts
O	Occasional	Activity required occasionally, not necessarily all shifts
F	Frequent	Activity required most shifts, up to 50% of the time
C	Constant	Activity that exists for the majority of each shift and may involve repetitive movement for prolonged periods
N/A	Not applicable	Activity not performed

Normal workplace aspects of the role		Frequency				
Demands	Description	I	O	F	C	N/A
Sitting	Remain seated to perform tasks				X	
Standing	Remain standing to perform tasks		X			
Walking	Periods of walking required to perform tasks			X		
Bending	Forward bending from waist to perform tasks		X			
Kneeling	Remaining in a kneeling position to perform tasks		X			
Lifting/Carrying	Light lifting and carrying		X			
Lifting/Carrying	Moderate lifting and carrying - e.g. trolleys, tubs, car seats, shade structures, eskies. Lifting/moving tubs of materials & equipment in/out of cars and from store to activity rooms for activities.		X			
Lifting/Carrying	Assisted lifting (lifting with assistance from another person) – e.g. shade structures, eskies	X				
Lifting/Carrying	Level of fitness required for physical activities such as moving trailer and attaching and detaching from vehicle					X
Driving	Driving to and from activities across the region and transporting equipment and passengers	X				
Climbing	Ascending and descending ladders					X
Pushing/ Pulling	E.g. Moving trailer and attaching and detaching from vehicle.					X
Repetitive	Use of keyboard, typing, entering data etc.		X			

I confirm that I have read and understood this position description and believe that I am able to carry out the requirements of this role safely and effectively and that the conditions and requirements therein form part of my contract of employment.

X
Employee signature

X
Employee name (Printed)

Date: