

Work with us

At headspace, our work environment encourages employees to grow professionally and personally.

With four headspace centres located in metropolitan Adelaide, we offer a variety of work in your chosen field.

How to apply

Upload a cover letter and resume via our **careers portal**. Through the careers portal, you can update your profile, resume, skills and qualifications as well as keep track of any previous and current job applications.

Feel free to reach out to us via email.

✉ sondercareers@sonder.net.au

Benefits

When you join the team at headspace, you also become a part of the Sonder family and that provides you with a number of benefits:



- Flexible working arrangements.
- Modern and welcoming office spaces.
- Access to Employee Assistance Program.



- Regular in-house training opportunities.
- Professional development allowance provided yearly.

[Learn more](#)



- Generous salary packaging options which can increase your take home pay by 6-12%. [Learn how these options can benefit you here.](#)
- Christmas closure bonus leave on top of annual leave entitlements.
- 17.5% leave loading on all annual leave entitlements.
- Paid parental leave.



Remuneration and super

Remuneration will be negotiated depending on skills, experience, and qualifications.

Superannuation contributions are paid on top of your agreed salary.

Clearances

It is a requirement that all staff hold a current Working with Children Check (WWCC) clearance.

Please refer to the job specification below for position-specific clearances.

About us

headspace

headspace is Australia's leading youth mental health organisation, providing a range of comprehensive services for young people aged 12 - 25 years. headspace centres act as a one-stop-shop for young people who are seeking support with mental health, physical and sexual health, work and study, or alcohol and/or other drug use.

Our purpose

We exist to help young people harness their power so that they can be the best version of themselves, supporting them

How we do it

A proactive and holistic approach to social and emotional wellbeing, co-designed with young people, for young people.



92%

of staff believe Sonder is truly a great place to work*



95%

of staff recommend Sonder as the best choice for the type of service we provide*

Sonder, our lead agency

Sonder is an inclusive, not-for-profit organisation that has been providing better quality health and support services to the South Australian community since 1993. We support thousands of people each year to access services across seven key domains – mental health, Aboriginal health, alcohol and/or other drugs, employment, community health, disability, and homelessness.

Our values are respect, honesty, equity, fairness, and trust.

Sonder is the lead agency of headspace Adelaide, headspace Edinburgh North, headspace Marion and headspace Onkaparinga.

 [View all locations](#)



Our culture



Kiara Hillam
Executive Manager
of People & Culture



I am privileged to witness and nurture the vibrant and engaging culture that defines our organisation. Our culture is a reflection of our shared values and commitment to excellence. Our dedicated workforce is driven by a strong sense of purpose and a passion to improve the lives of the people we support.

While we are committed to hard work, we also recognise the importance of fostering an environment that promotes wellbeing and work-life balance.

Laughter and joy are integral components of our culture, allowing our team members to build relationships and celebrate collective successes.

Our Health & Wellness Committee organises fun and engaging wellbeing activities and initiatives throughout the year, including yoga sessions, arts and crafts, and massage therapy. Additionally, we host an annual Wellbeing Day at an offsite location, bringing all staff together for relaxation, connection, and reflection.

We take immense pride in the culture we have cultivated and remain unwavering in our commitment to nurturing it as we continue to grow and thrive.



our vision for reconciliation

“Better Care, Better Health & Better Access through a culturally safe workplace which builds understanding, respect and shared responsibility along with community leadership in our reconciliation journey.”

embracing diversity and inclusion

We deeply value diversity and actively seek to welcome individuals to our team who are as unique as the people we support.

Our team comprises of individuals with diverse backgrounds, perspectives, and talents. This diversity creates a dynamic environment that encourages creativity, innovation, and collaboration.

We treasure the contributions of each team member and actively foster an inclusive culture where every voice is heard and respected.

headspace is dedicated to empowering its workforce with the knowledge, skills, and capacity essential for meeting the diverse needs of our communities. We strive to deliver culturally safe, high-quality, appropriate, and accessible services that reflect the unique backgrounds and experiences of those we serve.



90%

of staff staff believe our organisation cares about the wellbeing of its people*

*Sonder Staff Engagement Survey 2023



headspace and Sonder acknowledge Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia. We pay respect to them, their cultural and spiritual heritage, and to Elders past, present, and emerging.

We acknowledge the ongoing impact of intergenerational trauma that has occurred since colonisation and commit to truth-telling as we walk alongside them toward reconciliation.

Reconciliation Action Plan

This vision is guided by Sonder's Reconciliation Action Plan, supporting our journey to becoming a culturally safe organisation.

 [Read our RAP](#)



Lived experience

Peer Practice

Sonder takes pride in being one of the leading health and community services providers in South Australia employing people with lived experience of mental health and other life challenges and recovery, known as Peer Practitioners.



I really enjoy Sonder's openness and diversity. Sonder provides flexible working arrangements when needed and are always looking for the next opportunity to get involved in making a difference out in the community.

Michelle, Employment Specialist



headspace and Sonder welcome people from all cultures, faiths, backgrounds, and experiences, and celebrates all identities, genders, sexes, orientations and abilities.

We embrace diverse voices in our decision-making to ensure we deliver inclusive services.

Job & Person Specification

1. POSITION DETAILS			
Position Title:	Senior Mental Health Clinician	Date Approved:	14/07/2022
Portfolio:	Youth Services		
Responsible to:	headspace Adelaide Team Lead		
Location Base:	headspace Adelaide		
Role Delegation Level:	Non-Managerial Role		
2. POSITION CONTEXT			
Job Purpose Statement	The Senior Mental Health Clinician will work as part of the headspace Adelaide team to deliver focused assessment and structured psychological interventions for youth aged 12-25 with mental health disorders in a primary care setting. The worker will provide clinical assessment, therapy, and support staff working with young people with mild-complex mental health needs. The worker will support young people at heightened risk of self-harm and suicide and respond assertively to provide best practice care, access to appropriate service pathways and effective treatment. The Senior Mental Health Clinician will work closely with GP's, Psychiatrists, centre-based mental health clinicians and allied health contracted staff to facilitate coordinated care and treatment for young people with mental health disorders. The role will work with all in the clinical team, providing assessment, care planning and coordination, clinical therapy, referral, advice and consultation services to young people, their families/carers and staff and community professionals/agencies, and will have involvement in service development. The Senior Mental Health Clinician will be based at headspace Adelaide and be responsible for: • Engaging with young people and their carers/supports • Providing intake and assessment and assisting others to develop comprehensive assessments/formulations where necessary • Deliver evidence-based clinical interventions, including group interventions, with young people and their families/carers and supporting the appropriate delivery of interventions by staff • Coordinating and delivering collective care for young people with complex needs alongside other mental health clinicians, medical, and co-located/contracted staff • Support the provision of youth-friendly clinical services for young people with mental health disorders including assessment, care coordination, clinical therapeutic services, and assertive outreach support • Manage a caseload of complex and higher risk young people • Provide leadership and develop clinical expertise within the team through mentoring, training, teaching and supervision. • Maintain accurate and timely case notes and records in approved database systems • Chair and participate actively in Clinical Review Meetings • Promote and monitor activities supporting research projects conducted at the site. • Promote positive working relationships • Promote the headspace program, communicate regularly with, build and maintain collaborative working relationships with health and welfare agencies and the general community • Participate in and develop community awareness activities, relationship building activities and appropriate community and agency meetings • Liaison and consultation with other professional employees and stakeholders		

	• Participation in individual and group supervision, and attendance at team meetings and external meetings • Referral to other treatment services as required
Reporting/Working Relationships	• Mental Health Clinical Leadership Group, Mental Health Clinical Staff and Mental Health Support Team • General Practitioners, external agencies and community organisations • All Sonder Employees
Line Management Responsibility	• No Line Management Responsibilities
Special Conditions	• Some out of hours work may be required for which time off in lieu may be taken; • Intrastate and interstate travel may be necessary; • Must possess current Driver's Licence and be prepared to use vehicle (reimbursement of kilometre costs will be made in accordance with the relevant award); • Must possess current Child Related Employment Screening / Working with Children Check; • Sonder is a smoke free workplace; • Participate in Performance Review & Development Appraisals annually and as required.
Organisational Vision, Values & Purpose	Our Vision: Better Care Better Health Our Values: Respect, Fairness, Equity, Honesty & Trust Our Purpose: Delivery high quality, local health care

3. KEY RESULTS, ACCOUNTABILITIES AND PERFORMANCE INDICATORS

Key Result Area	Accountabilities and Outcomes (What is to be achieved – responsibilities and duties)	Key Performance Indicator (This is the measurement criteria for how each accountability/responsibility is achieved)
Duties include (but are not limited to):		
Clinical Services	1. Providing screening, triage, comprehensive psychosocial assessment and ongoing clinical support of youth aged 12-25 2. Work collaboratively with youth (and their families/carers) to conduct comprehensive psychosocial assessments to identify their mental health (and where appropriate, general health) needs. 3. Coordinate client therapeutic interventions by formulating positive outcome-focussed client plans in collaboration with the client, family/ carers, staff and external workers and agencies, including making internal and external referrals as needed 4. Determine client goals and strategies to be implemented through therapy and review as required 5. Providing direct and evidence based clinical mental health therapy/therapies to support the needs of youth with (or at risk of) severe and complex mental health disorders who are suitably managed in primary health care 6. Support staff via supervision and guidance to conduct comprehensive assessments, case formulations and deliver high level evidence based interventions 7. Evaluating the progress made with each client and the impact of therapeutic interventions 8. Contributing to addressing the physical health inequities of youth with mild-severe mental illness within the region; 9. Working assertively with families and carers by ensuring that family and carer input is recognised and their needs addressed, offering opportunities to be involved in program planning, taking into account social and cultural diversities to ensure access to and utilisation of culturally specific services. 10. Ensure service provision to Aboriginal and Torres Strait islander and culturally and linguistically diverse community members is culturally appropriate	1. Professional clinical mental health services are provided to clients in accordance with program work instructions and Clinical Governance Framework. 2. High level client and family/carer engagement, assessment and intervention skills are demonstrated 3. Timely assessments, case notes and closure requirements are completed as per program Work Instructions. 4. Supervision and support is provided to staff to ensure high level care is provided to clients 5. A case load will be maintained as determined by program work instructions and in consultation with program coordinator. 6. Strong adherence to organisational processes and procedures.
Clinical Care Coordination	1. Improving care by providing service coordination, regular follow-up and review, access to support and compliance with treatment plans; 2. Promoting the use of a single multiagency care plan to help link providers across multiple services involved in an individual's care;	1. Senior Clinician demonstrates high level care coordination skills and ensures clients receive holistic and 'wrap around care' commensurate with their needs and goals 2. Good communication flow and collaborative care is delivered to clients.

	3. Working collaboratively with the relevant services and stakeholders to ensure best practice clinical service provision for youth aged 16-25 within the Southern Adelaide region 4. Ensuring that referral pathways are in place to enable and support clients seamlessly transition between services as their needs change 5. Supporting clients to effectively manage their symptoms and avoid unnecessary hospitalisation 6. Supporting step up/step down and post discharge activities with state funded Local Hospital Network (LHN) mental health services 7. Co-facilitate and participate in clinical partnership arrangements with State mental health services 8. Supporting engagement between GPs and Psychiatrists and participating in GP/psychiatric assessment with clients where appropriate 9. Co-facilitate and participate in clinical partnership arrangements with State funded mental health services; 10. Coordinating support between GPs, state-funded LHN and national NDIS assessment and referral to help match people to the service pathway which best meets their needs (ie psychiatric, psychological, medical, welfare and educational/vocational); 11. Progressing service delivery activities towards being part of a region wide stepped care model. 12. Contribute to and provide professional education to external agencies/stakeholders including regarding referral pathways	3. A strong working relationship is established with GP practices, external agencies and stakeholders 4. Senior Clinician works effectively and collaboratively with a range of services and providers to ensure client's needs are coordinated and met seamlessly 5. Senior Clinician fosters and maintains relationships with external stakeholders to ensure good communication flow and clear referral pathways.
Clinical Group Therapy	1. Provision of therapeutic group programs for young people and/or family/carers as appropriate. 2. Establish methods of data capture and develop marketing strategy, selection criteria and internal referral procedures. 3. Evaluate group program and conduct data analysis and report.	1. Successful delivery of professional clinical therapeutic group programs. 2. Program data is recorded in Sonders Client Management System, the group is effectively advertised and referrals received. 3. Client evaluations are completed by program participants and facilitators, and analysed.

Other Clinical Responsibilities	1. Participate in additional clinical responsibilities, as determined by need and in consultation with the Team Leader.	1. Professional clinical mental health responsibilities are fulfilled as scheduled and in accordance with the work instructions and the Clinical Governance Framework.
Liaison, Networking Communication & Relationships	1. Participate in community education and engagement activities as directed and promote the mental health and wellbeing of the community. 2. Responding to requests to provide mental health consultation/information. 3. Attend and present at educational activities within the local community which raise awareness of the needs, treatment and other issues associated with youth & mental illness. 4. Liaising and collaborating with other agencies, health care professionals and service providers to determine how to best meet the needs of young people who have a mental health disorder and ensure best outcomes for clients. 5. Represent the Sonder/headspace at local, regional, state and national meetings and conferences as required. 6. Contribute to and promote professional education of General Practice and Allied Health Providers. 7. Work co-operatively within the Youth Services team, exchange information and assist other team members to achieve team objectives and work outcomes. 8. Liaise with external agents, facilitators and organisations to deliver on headspace Adelaide activities.	1. Sonder is professionally represented at community events and external meetings/forums. 2. Clinician provides community education/attends relevant community events where appropriate 3. Clinician is committed to ensuring best practice in service provision related to youth at risk of or experiencing a mental health disorder and is part of a network of services committed to addressing this need in the Adelaide northern metropolitan region. 4. All presentation and events comply with Sonder Events Planning Procedure. 5. Presentations are developed and delivered in a timely and professional manner. 6. Clinician works effectively and collaboratively with a range of services and providers to ensure client's needs are coordinated and met seamlessly 7. Clinician fosters and maintains relationships with external stakeholders to ensure good communication flow and clear referral pathways.
Records Management, QI & Compliance	1. Research, understand and interpret relevant legislation and policies/procedures in order to provide advice to assigned client groups to ensure compliance and mitigate risks for Sonder and its employees. 2. Duty and passion to facilitate any Quality improvement requirements within headspace Adelaide Processes to streamline and improve the service. 3. Contribute to the development and implementation of Workplace Health & Safety policies and practices.	1. Sonders Client Management System is maintained and compliant with the Mental Health Case File Audit Procedure, and Information Management Policy. 2. Clinician provides information to support the evaluation of clinical services provided. 3. Client contact and any group attendance is accurately recorded in HAPI-2 and Sonders Client Management System and all client or group members' details are

	4. Comply with electronic case file system and any other relevant organisational processes and procedures. Maintain client files using appropriate tools, policy and procedures. 5. Document presentations and attendance at events. 6. Research and collate information relating to the mental health needs of the local community to inform mental health program and service delivery planning.	stored electronically in accordance with privacy principles. 4. All presentations are detailed in Sharepoint, CRM and event management forms are completed.
Continuous Improvement, Health & Wellness Activities	1. Participate in organisational commitment to their continuing professional development by attending team and all of staff meetings, and staff training and development as required. 2. Participate in organisational commitment to staff Health & Wellbeing by attending health & Wellness Committee led initiatives and driving same within the headspace Adelaide Team. 3. Participate in mental health streams commitment to continuing professional development by attending supervision sessions, team and staff meetings, and staff training and development as required. 4. Attend training and improve professional skills relative to individual need and attend organisational staff training and development as required. 5. Contribute to best practice standards of mental health service delivery through supporting the development and implementation of quality management systems, evaluation and reporting. 6. Attendance and facilitation of clinical case consults as required. 7. Actively participate in clinical supervision activities onsite. 8. Participate in and contributes to the design and delivery of training. 9. Clinical supervision of a colleague as appropriate.	1. Monthly All of Staff Meetings and Site Team Meetings are attended and contribution of role related updates are provided. 2. Involvement in a minimum of one health and wellness committee led initiative a year. 3. Attend team and clinical staff meetings to contribute feedback, ideas and keep informed. 4. Staff development training is attended. 5. Attend and facilitate clinical case consults as required. 6. Receive and provide clinical supervision as per Clinical Governance Framework. 7. Suitable internal training is delivered to other staff in line with program requirements.

4. ORGANISATIONAL OBLIGATIONS	
Compliance	• Be aware of and adhere to Sonder's policies and procedures. • Display a commitment and passion for Sonder Values.
Work, Health & Safety	As an employee of Sonder, you must: • Take reasonable care for your own health and safety in the workplace. • Take reasonable care that your acts or omissions do not adversely affect the health and safety of others in the workplace. • Cooperate with your employer about matters of health and safety. • Comply with any reasonable instruction and cooperate with Sonder WHS policies and procedures. • Familiarise the broad meaning of 'workplace' in health and safety legislation and Sonder WHS policies and procedures.
Diversity & Inclusion	Sonder is an equal opportunity employer and we embrace diversity. We are committed to building a team that represents a variety of backgrounds, perspectives, and skills. In turn, we strive to create a safe, inclusive environment for all employees. As an employee of Sonder, you must practice inclusivity and celebrate diversity in line with Sonder policies and procedures.
5. ESSENTIAL MINIMUM CAPABILITIES	
Skills and Abilities	• Demonstrated experience working with youth who have, or are at risk of having, mild to severe mental illness • Exceptional interpersonal and communication skills with the ability to form engaging relationships with young people and their families. • Ability to work as part of a multidisciplinary team and provide high level support and supervision to team members • The ability to conduct comprehensive psychosocial assessments, including risk assessments associated with suicide risk, harm and vulnerability and to develop action plans that mitigate these risks • Demonstrated knowledge of and ability to deliver best practice and evidence based psychological interventions for youth aged 12-25 with diagnosed mental health conditions. • Demonstrated knowledge of and ability to provide care coordination and assertive support for young people with mental health conditions • Highly self-motivated and dynamic personality with the ability to significantly contribute to youth mental health service delivery with a level of autonomy. • Ability to administer and interpret appropriate psychometric tests and outcome measurements • Ability to perform multiple tasks and meet deadlines • Ability to work independently with minimal supervision whilst contributing positively to the multidisciplinary team. • Assisting staff to provide comprehensive assessments, case formulations and deliver high level evidence based interventions • Proven high level of communication skills including the ability to communicate effectively, both orally and in writing with client, internal and external agencies and the community. • Experience working in a multidisciplinary team environment, coordinating client care. • Highly developed verbal and written communication skills • Excellent problem solving skills and demonstrated ability consulting, liaising and negotiating with internal and external stakeholders. • Computer skills including word processing, spreadsheets, electronic medical/case records and database applications.
Experience	• Relevant experience in the area of youth mental health • Relevant professional development.

	• Supervisory experience • Experience in delivery of cognitive behaviour therapy and other evidence-based interventions for young people with mental illness.
Knowledge	• Knowledge of Occupational Health, Work Health & Safety Act, policies and practices • Knowledge of Equal Opportunities Legislation, policies and practices • Knowledge of Professional Codes of Conduct and Ethics: aware of and practicing within relevant Federal and State Legislation and the relevant Professional Code of Practice, Conduct and Ethics.
Qualifications:	• Qualified in one of the following disciplines and membership to associated professional body; Psychology, Social Work, Occupational Therapy, or Mental Health Nursing. • Current and full registration with the appropriate registration authority (AASW, AHPRA). Social Workers applying must have accreditation as a Mental Health Social Worker • Current National Police Check and DCSI Working With Children Clearance • Current Child Safe Environments

6. DESIRABLE CHARACTERISTICS

Attributes/Experience	• Training in CBT, DBT, schema therapy, trauma-based interventions or other evidence based treatment protocols for adolescents with mental illness • Experience in facilitating or assisting with evidence-based group programs. • Skills in working with families/carers • Skills and experience in care coordination • Successful participation in a community-based multidisciplinary team associated with youth who present with, or are at risk of having, severe mental illness and with complex support needs. • Familiarity with aspects of recommended medical assessment of individuals with severe mental illness and medication management including knowledge of relevant medications, indications, common dosages, side-effects, special precautions, and drugs of abuse. • Knowledge of community resources, formal and informal, relevant to those having enduring and severe mental disorder and disability
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7. ACKNOWLEDGEMENT AND APPROVAL

Key results and accountabilities for this position should not be considered definitive. Accountabilities and outcomes may be added, deleted or modified, in consultation with staff as necessary. Job & Person Specifications will be reviewed in line with Performance Review & Development Appraisals unless required earlier.