

## Community Mental Health Practitioner - Graduate

**Our vision:** *Humanity and community shape mental health, so people can live the life they choose.*

**Our purpose:** *To walk alongside you, inspiring possibility.*

**Our values:** *With people and community first, we lead with integrity, uphold respect for all, inspire possibility and co-create to shape change together.*

### Position Information

<p><b>Purpose</b></p>	<p>The Community Mental Health Practitioner - Graduate role is funded through the Department of Health Mental Health and Wellbeing Locals' Graduate and Early Career Program. The purpose of this program is to facilitate entry into the mental health sector for new graduates and to support them through a structured workplace learning program to develop the skills required for a successful career. This is a 12-month position.</p> <p>The Graduates will be involved in developing an individual learning plan in conjunction with the Graduate Program Lead to address individual learning needs to support their continued understanding of mental health. They will also be required to learn and practice Mind's Model of Recovery Oriented Practice.</p>
<p><b>Position reports to</b></p>	<p>Graduate Program Lead – Mental Health and Wellbeing Local</p>
<p><b>Mind classification level</b></p>	<p>SCHADS Level 3</p>
<p><b>Stream</b></p>	<p>Victoria Operations</p>
<p><b>About the service</b></p>	<p>The Adult and Older Adult Mental Health and Wellbeing services, or the Mental Health and Wellbeing Locals, are a key recommendation from Victoria's Royal Commission into the mental health service system. As such, they are a key feature of the current system transformation.</p> <p>The Mental Health and Well-Being Locals will act as front door to the mental health service system and will provide a continuum of care and support including clinical interventions, wellbeing supports, and therapeutic support through an integrated mental health and alcohol and other drug framework approach.</p>

Mind values the experience and contribution of people from all cultures, genders, sexualities, bodies, abilities, ages, spiritualities and backgrounds. We encourage applications from Aboriginal and Torres Strait Islander peoples, people with a lived experience of mental ill-health and recovery, people living with disability, those who identify as LGBTIQ and applicants from culturally and linguistically diverse backgrounds.



	<p>Mind Australia is the lead agency in a consortium for the Greater Bendigo Loddon Campaspe Local which comprises of the Salvation Army, Bendigo Health, Echuca Regional Health, Thorne Harbour Health and Bendigo District Aboriginal Cooperative. Our shared vision is a service that delivers integrated support that puts the person at the very centre of their treatment, support and care coordination using a range of evidence informed approaches. The consortium is committed to embedding lived and living experience and expertise within all aspects of the service including program design and evaluation, leadership, service delivery and governance.</p>
<p><b>Position description effective date</b></p>	<p>November 2025</p>
<p><b>Responsibilities</b></p>	
<p><b>Participate in the development and implementation of a 12-month learning plan</b></p>	<ul style="list-style-type: none"> <li>• Participate in a comprehensive and targeted orientation to the mental health service/system and learning program.</li> <li>• Contribute to the development of a learning plan and work plan which identifies an individual learning agreement within a broader orientation process.</li> <li>• Participate in a formal buddy system as part of initial orientation to the service.</li> <li>• Work collaboratively with members of other disciplines to develop an understanding of working within a multi discipline service.</li> <li>• Be an active participant in supervision.</li> <li>• Engage in reflective practice and communities of practice as directed.</li> <li>• Initiate self-directed learning when required.</li> </ul>
<p><b>Provide direct support to individual service users</b></p>	<ul style="list-style-type: none"> <li>• Learn about and begin to practice working with people accessing the service to get the support that is important to them through a staged approach to recovery that maintains people’s human rights and dignity through: -             <ul style="list-style-type: none"> <li>○ Engaging people accessing the service with a “how can we help” attitude.</li> <li>○ Warmly welcoming people when they access the service and walking alongside them through the intake and assessment process.</li> </ul> </li> <li>• Learn about strengths-based work, person-led work and individual recovery planning using a collaborative approach.</li> <li>• Learn and practice how to facilitate service exit and on-going self-management strategies.</li> <li>• Learn about and practice supporting people to action their recovery plan in a range of areas including:             <ul style="list-style-type: none"> <li>○ Understanding and managing people’s own mental health and/or AOD challenges.</li> </ul> </li> </ul>



	<ul style="list-style-type: none"> <li>○ Developing daily living skills and capacity for self-care.</li> <li>○ Addressing stigma and managing issues arising from trauma.</li> <li>○ Managing physical health.</li> <li>● Support and connect people accessing service to link with other specialist roles within the local.</li> <li>● Learn about and practice how to purposefully engage with service users using techniques including: -             <ul style="list-style-type: none"> <li>○ Single Session Thinking</li> <li>○ Brief intervention.</li> <li>○ Motivational interviewing and coaching.</li> <li>○ Family inclusive and Trauma informed practice.</li> </ul> </li> </ul>
<b>Undertake group work</b>	<ul style="list-style-type: none"> <li>● Build an understanding of the benefits of group work within the service.</li> <li>● Participate in the planning and development of group work programs that will assist people accessing service to build their skills and focus on their recovery.</li> <li>● Build confidence to deliver group work programs as the lead/co-facilitator.</li> <li>● Participate in evaluating and reviewing group work programs.</li> </ul>
<b>Provide support to Families and carers</b>	<ul style="list-style-type: none"> <li>● Support family and carer roles through understanding their concerns and the provision of information, education and referrals, especially to Mental Health and Wellbeing Connect centres.</li> <li>● Facilitate, as appropriate, the re-engagement and maintenance of family and carer relationships.</li> <li>● Work with families and carers at the time of transition back to community.</li> </ul>
<b>Work with the local community</b>	<ul style="list-style-type: none"> <li>● Engage with people accessing the service to fully understand their need for assistance from local service providers with clinical mental health, physical health, education and employment, eligible entitlements and benefits, housing, transport, recreation and social connections.</li> <li>● Make linkages with other service providers.</li> <li>● Collaborate with others as identified by the person accessing service, which may include family, carers, mainstream support and other service providers chosen by the person to deliver elements of their plans.</li> </ul>
<b>Work with other disciplines</b>	<ul style="list-style-type: none"> <li>● Learn how to work effectively within a multidisciplinary inter-professional team.</li> <li>● Attend and participate in various meetings including, case reviews, intake meetings, morning huddles, clinical meetings and leadership meetings as part of learning.</li> </ul>



	<ul style="list-style-type: none"> <li>• Develop meeting facilitation skills and facilitate identified meetings as part of learning.</li> </ul>
<b>Professional development</b>	<ul style="list-style-type: none"> <li>• Undertake relevant training and professional development, including regular supervision, appropriate to the primary work of the service and Mind.</li> <li>• Participate in reflective practice.</li> <li>• Complete other duties as directed.</li> </ul>
<b>Accountability</b>	<ul style="list-style-type: none"> <li>• Conduct yourself in accordance with the Mind Code of Conduct and Mind policies and procedures which may change from time to time.</li> <li>• Proactively support Mind's vision of supporting people facing mental health challenges to live well and be socially included, in accordance with the Mind values.</li> </ul>
<b>Workplace health, safety and wellbeing</b>	<ul style="list-style-type: none"> <li>• Contribute actively to the maintenance of a safe workplace.</li> <li>• Ensure all safety issues are reported and addressed as they arise.</li> </ul>
<b>Lived experience</b>	<ul style="list-style-type: none"> <li>• Contribute to a workplace that values lived and living experience and the inclusion of consumers, carers and families in the work we do.</li> </ul>
<b>Cultural safety</b>	<ul style="list-style-type: none"> <li>• Contribute to a culturally safe workforce and service environment for staff, consumers, carers and volunteers from all cultures, genders, sexualities, bodies, abilities, spiritualities, ages and backgrounds.</li> </ul>



Position Requirements	
<b>Qualifications required</b>	<ul style="list-style-type: none"> <li>• Recent completion of a minimum of Certificate IV in Mental Health, Community Services or another related field.</li> </ul>
<b>Knowledge, skills and experience required</b>	<ul style="list-style-type: none"> <li>• A drive and passion to commence a career which supports people who have experienced mental health and AOD challenges.</li> <li>• A commitment to providing empathic person-led support.</li> <li>• A commitment to understanding of assessing need and working collaboratively to plan goal focused recovery using evidence informed approaches and tools.</li> <li>• A developing knowledge of the application of theoretical approaches, practices and appropriate service responses including family inclusive practice, trauma informed theory, cognitive behavioural therapy, motivational interviewing and harm reduction therapy.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Right to work in Australia.</li> <li>• Current valid Australian driver's license.</li> <li>• Current NDIS Worker Screening Check Clearance.</li> <li>• Working with Children Check or equivalent (Blue Card - QLD).</li> <li>• Able to obtain and provide evidence of vaccinations against COVID-19.</li> </ul>

To learn more about Mind visit [mindaustralia.org.au](http://mindaustralia.org.au)



You can also watch our Great Minds series of videos by visiting [www.youtube.com/mindaustralia](http://www.youtube.com/mindaustralia)

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