

POSITION DESCRIPTION

Position Title:	Senior Clinical Neuropsychologist
Business Unit/Department:	Cognitive & Assessment Service (WHCAAS); Secure Extended Care Unit (SECU) – Unit 5
Division:	Mental Health & Wellbeing Services
Award/Agreement:	Medical Scientists, Pharmacists & Psychologists (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Classification:	Grade 3 – Year 1 to Year 4 (PL1 to PL4)
Reports To:	<i>Operational:</i> Operations Manager – Specialist Services (Mental Health & Wellbeing); Unit Manager – Unit 5 SECU (Mental Health & Wellbeing) <i>Professional:</i> Director of Psychology; Principal Psychologist (Mental Health)
Direct Reports:	N/A
Date Prepared/Updated:	1 July 2026

Position Purpose

The Senior Clinical Neuropsychologist (Grade 3) will be primarily responsible for providing a Neuropsychology consultancy role within the Mental Health and Wellbeing Division at Western Health.

The Senior Clinical Neuropsychologist works closely with a multidisciplinary team to assist in the design and evaluation of specific treatment and management plans for referred consumers. The Senior Clinical Neuropsychologist provides information, advice, and support to staff, consumers, carers, community workers and other parties regarding the nature and management of neuropsychological conditions. They will undertake neuropsychological assessments and intervention for consumers with severe treatment resistant mental illness, acquired brain injury, cognitive impairment and illicit substance use, including assessment of cognition, behaviour and personality. Assistance with diagnostic clarification and neuropsychological recommendations is also a key function of this role. This role provides specific in reach to the secure extended care unit and has one day per week dedicated to this team.

The Senior Clinical Neuropsychologist is involved in the development and evaluation of specific team programs, initiatives or research programs where appropriate and participates in quality improvement and educational activities.

The Senior Clinical Neuropsychologist (Grade 3) will also be responsible for assisting the Psychology Education Team in planning, facilitating, and providing supervision to Postgraduate Trainees undertaking training in the Adult Neuropsychology Placement Program.

Business Unit Overview

The Division of Mental Health and Wellbeing Services spans multiple Western Health sites and community settings, delivering services across the lifespan. Established in response to a key recommendation from the

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Royal Commission into Victoria's Mental Health System, the Division serves the municipalities and growth areas of Brimbank, Sunbury, Maribyrnong and Melton.

Care is provided through a recovery-oriented approach by a multidisciplinary workforce comprising skilled clinicians, consumers and carers. Services include hospital-based, community and specialist programs for adults, older adults, children and adolescents who are experiencing, or are at risk of developing, a serious mental illness. The Division works collaboratively across other Western Health Divisions and in partnership with external health and community providers to ensure the delivery of Best Care. With a strong commitment to innovation, the Division continues to expand and strengthen service options to meet the evolving mental health and wellbeing needs of the Western Melbourne community.

Professional

Allied Health provides a range of evidence based, client centred, specialist services at Western Health, across the care continuum, from admission within the emergency department through to discharge in the community. These services work across the spectrum of life, from neonates to the elderly. The predominant focus of Allied Health is the return and optimisation of an individual's function, and wellbeing, from both physical and psycho-social perspectives. Activity is aligned with Western Health's Best Care Model and CARES values. Allied Health involvement is pivotal to efficient and effective multidisciplinary team functions, discharge planning and patient centred care.

Western Health employs a range of Allied Health disciplines, each with unique specialist tertiary training and skills, including:

- Audiology
- Clinical Psychology and Neuropsychology
- Exercise Physiology
- Language Services
- Nutrition and Dietetics
- Occupational Therapy
- Physiotherapy & Exercise Physiology
- Podiatry
- Social Work
- Speech Pathology
- Spiritual Care

Key Responsibilities

Accountabilities

- Demonstrate a commitment to the patient 'Charter of Healthcare Rights.'
- Comply with the expected scope of the role and standards of performance in the role as described by the relevant professional bodies and industry standards.
- Maintain registration (as required) and report any changes or limitations on practice if applicable.
- Hold accountability for own actions and seek guidance and support from appropriate employees when limited by own skills and experience.
- Comply with confidentiality obligations with regard to patients, consumers, and colleagues.
- Comply with all Western Health policies, procedures, and guidelines.
- Lead and deliver high-quality person centred interprofessional care in line with the "Best Care" framework.
- Ensure the application and maintenance of clinical standards in areas of delegated responsibility.
- Demonstrate highly developed organisational skills and efficient time management to appropriately evaluate, prioritise and complete workload.
- Ensure that workload statistics, and other required information, is entered and reported as directed, and on time by self and staff in area of responsibility.
- Perform other duties as directed.

Professional Development

- Actively participate in regular supervision, demonstrating ongoing development of clinical skills and reflective practice as identified in supervision plan.

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- Present at internal and external forums to enhance personal knowledge and professional development.
- Demonstrate extensive, evidence-based specialist knowledge, clinical reasoning, and competencies, to lead and enhance patient care in area of practice.
- Demonstrate expert knowledge of resources relevant to area and act as a resource person for other team members.
- Lead and participate in the development, organisation and delivery of education programs for Western Health staff, external service providers and the community.
- Conduct or contribute to feedback to staff on their performance including performance development planning and performance management where relevant.

Communication and Teamwork

- Demonstrate high level open and effective communication (verbal, non-verbal, written, and electronic) with consumers, other staff and service providers.
- Demonstrate highly effective negotiation skills and conflict resolution skills when dealing with difficult situations.
- Provide leadership which promotes effective teamwork, encourages cohesion and ensures staff feel valued and contributions are acknowledged.
- Assist in promoting effective workplace relations and teamwork to ensure optimum relations across acute services and collaborating community agencies.
- Participate and represent the service in consultation with service manager at relevant committees, working groups and meetings as requested.
- Participate in and contribute to relevant case conferences, team meetings, client/family feedback meetings.
- Lead the provision of information and education about the service and professional role within the service.
- Where designated, provide high-quality supervision to junior staff and students that is timely, flexible and responsible.
- Demonstrate flexibility/responsiveness within professional practice / duties / roles and assumes extra responsibility as required to meet organisational priorities and appropriately delegates as necessary.
- Identify and support others to solve complex problems.

Quality Improvement

- Provide and direct others in the provision of evidence based clinical services using a person-centred approach.
- Demonstrate capacity to develop and implement methods to ensure that staff in the area of responsibility have an appropriate, measurable level of competence.
- Lead service development and evaluation through quality improvement activities or research projects where appropriate.
- Assist in writing procedures and guidelines as required for the ongoing development of the program and support relevant staff to complete these tasks.
- In conjunction with service manager contribute to the development and implementation of processes to facilitate effective consumer participation and ensure that appropriate responses are provided to customer feedback and complaints.
- Assist in fostering and developing research opportunities across the service.

Contribution to Service and Systems

- In conjunction with service manager ensure staff are appropriately directed and supported to deliver high-quality client centred care in line with the "Best Care" Framework.
- Ensure that service/program outcomes are achieved through appropriate client management and pathways
- Lead planning for clinical services for the team.
- In conjunction with service manager support staff to meet service targets / goals.
- In conjunction with the service manager, actively work towards service integration and streamlined patient journeys.
- In conjunction with service manager ensure appropriate orientation of new staff.

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- Assist in cultivating an environment where workers have the opportunity to work to their full scope of practice and potential.
- Facilitate/assist in the process of recruitment, selection, and retention of staff to meet client and service needs.

In addition to the key responsibilities specific to your role, you are required to deliver on the [WH AH Capability Framework](#) and the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

Key Working Relationships

The Clinical Psychologist is operationally accountable to the Operations Manager for Specialist Services and the Nurse Unit Manager (SECU 5), and professionally accountable to the Director of Psychology (through the Principal Psychologist – Mental Health). Other key working relationships include:

Internal:

- Mental Health and Wellbeing Service multidisciplinary team members
- Lived Experience workforce
- Psychologists working in other Divisions (i.e., Allied Health, Drug Health Services)
- Other Allied Health, Medical, and Nursing Professionals at Western Health
- Divisional Director, Mental Health and Wellbeing
- Clinical Services Director, Mental Health and Wellbeing
- Divisional Director, Allied Health

External:

- Consumers, their family and carers
- Community Service providers
- Residential Care Facilities
- General Practitioners
- Victorian Mental Health Tribunal
- Victorian Civil and Administrative Tribunal (VCAT)
- Office of the Public Advocate

Selection Criteria

Essential:

- Minimum five (5) years' experience as a psychologist.
- Hold current general registration as a Psychologist with AHPRA.
- Possession of Master of Psychology or above in Clinical Neuropsychology.
- Hold an Area of Practice Endorsement in Clinical Neuropsychology.
- Hold current registration as a PsyBA Board Approved Supervisor for Higher Degree Students and Registrars.
- Advance clinical experience providing consumer-centred care, in particular the application of evidence-based assessment and interventions with consumers in the field of adult neuropsychology.
- Expertise in providing individually tailored strategies/care plans/secondary consultations with regards to patients presenting with behaviours of concern.
- A comprehensive understanding of the characteristics of acquired brain injury, neurological disorders and associated behaviour changes and psychiatric symptoms.
- Experience in the provision of person-centred care that is least restrictive and respectful, is trauma-informed, recovery-focused, in line with the principles of harm reduction, and is family and carer-inclusive.
- Comprehensive knowledge of the most appropriate psychological interventions or strategies for managing problems identified on assessment.
- Advanced ability to work effectively in a multidisciplinary team as well as liaise and consult with a range of clients, carers, professionals, and community agencies as an independent clinician.
- Advanced ability to provide secondary consultation to carers, and to primary and other specialist service providers on behalf of the team.

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- Advanced effective communication and interpersonal skills, including negotiation, conflict resolution and creativity in problem solving.
- Advanced time management skills, and the ability to generate strategies for prioritising workloads effectively.
- Advanced interpersonal, written, and electronic communication skills.
- Computer literacy.
- Current Working with Children's Check.
- Current Victorian Drivers Licence – and willingness to travel to between Western Health sites to provide services.
- Unlimited working rights within Australia

Desirable:

- High-performance standards for self and others.
- Previous clinical experience and leadership in delivering mental health interventions, preferably in an acute and subacute settings.
- Experience in public mental health settings, in particular experience working with diverse patient populations (i.e., Aboriginal and Torres Strait Islanders, and other culturally and linguistically diverse communities), including the provision of gender sensitive services.
- Experience in providing leadership in team and departmental research and evaluation activities.

Desirable Personal Attributes:

- Self-motivated
- Broad systems and innovative thinking
- Ability to influence others
- Mindful observation
- Timely informed decision making
- Collaborative approach
- Confidence in own ability
- Embraces self-growth and continual learning
- Adaptable, flexible and persistent as required
- Effective delegator
- Resilience

Leadership Capabilities

Leadership Capability	Definition
Plan and aligns	Planning and prioritising work to meet commitments aligned with organisational goals
Drives vision and purpose	Painting a compelling picture of the vision and strategy that motivates others into action
Ensures accountability	Holding self and others accountable to meet commitments
Strategic mindset	Seeing ahead to future possibilities and translating them into breakthrough strategies
Instils trust	Gaining the confidence and trust of others through honesty, integrity, and sincerity
Communicates effectively	Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences
Situational adaptability	Adapting approach and demeanour in real time to match the shifting demands of different situations
Collaborates	Building partnerships and working collaboratively with others to meet shared objectives
Builds effective teams	Building strong-identity teams that apply their diverse skills and perspectives to achieve common goals

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Customer focus	Building strong customer relationships and delivering customer-centric solutions
Additional Requirements	
All employees are required to: • Obtain a police/criminal history check prior to employment • Obtain a working with children check prior to employment (if requested) • Obtain an Immunisation Health Clearance prior to employment • Report to management any criminal charges or convictions you receive during the course of your employment • Comply with relevant Western Health clinical and administrative policies and guidelines. • Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures • Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health • Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health • 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 Western Health • Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), Occupational Health and Safety (Psychological Health) Regulations 2025, the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A of the Family Violence Protection Act 2008 and Part 6A of the Child Wellbeing and Safety Act 2005, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2022 • Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines	
General Information	
• Redeployment to other services and sites within Western Health may be required. • Employment terms and conditions are provided according to relevant award/agreement. • Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace • Western Health is committed to Gender Equity • Western Health provides support to all personnel experiencing family and domestic violence • 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. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs • Western Health is a smoke free environment	

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Employee's Name: _____

Employee's Signature: _____ Date: _____

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