

Clinical Lead



Alta1 is an independent, co-educational CaRE school supporting students in Years 7–12. As a Christian organisation grounded in compassion and care, we work alongside young people and families from all backgrounds.

We support students who have experienced challenges engaging with mainstream education, using a strength-based, trauma-informed approach that prioritises safety, belonging, and wellbeing. Through personalised, wrap-around support, we help young people rebuild confidence, reconnect with learning, and find their pathway to purpose.

We're pleased you've chosen to join Alta1 and look forward to working alongside you as we reimagine education and support young people to move forward with confidence.



Playing to your strengths

You are part of a multi-disciplinary team within the College, all working to advance the student's transformation. Pertinent information is shared amongst this circle of support to identify the best path forward for each student. Your high emotional intelligence will help you navigate the complexities of this environment and allow you to be flexible in your approach.

Your role is to lead, supervise and manage the therapeutic team in your region. You have a good understanding of the educational environment. You are comfortable with collaboration and enjoy engaging with the students, the staff and other team members in the student's support team.

You will oversee the operations of therapeutic support in your region and have extensive knowledge of triaging mental health and neurodevelopmental conditions for assessment and intervention. You liaise with external agencies and collaborate with them to develop consistent goals for student recovery.

You may be called upon to triage and manage critical incidents to positive outcomes. Your calm nature will help you navigate these highly emotional times, and you will provide support to both the students and the staff members affected. You are a hands-on team leader and proactive in your support of students and staff.

Here's what you're responsible for

The primary role of the Clinical Lead within Alta-1 College is the oversight of therapeutic service delivery within your region. Necessary skills will include decision-making, case management, consultation, supervision and team leadership. Your capacity to manage an extensive workload and multiple tasks is paramount to your success. Your role will include, but may not be limited to, activities such as:

Delivery of Service Students

- Triaging student referrals for treatment and/or assessment.
- Supporting students through confidential therapeutic relationships.
- Assessing students with and without parents in attendance. (Psychologists only)
- Case management of students through consultation with College staff and any external providers.
- Referrals to external agencies, as necessary.

Team Leadership and Staff Support

- Attending and contributing to Wellbeing team meetings.
- Managing and supervising the work of therapeutic staff in your region.
- Liaising with all staff regarding student adjustments.
- Regular meetings with Regional Principal to provide feedback on student outcomes and therapeutic processes and procedures.

Here's what you're responsible for



- Ensuring all staff in the region have undertaken training in relevant professional development as required.
- Working with relevant staff to support student transfers between programs, campuses and/or regions.

Critical Incident Management

- Conducting risk assessments and formulating crisis responses.
- Triaging critical incidents and debriefing with staff after incidents have occurred.
- Facilitating a reduction in crisis occurrences.
- Conducting return to school meetings.
- Delegating, where appropriate, the above tasks to staff that have been adequately trained.
- Supporting therapeutic and classroom staff who undertake any of the above tasks.

Funding Process Advocate

- Managing NCCD Processes (Nationally Consistent Collection of Data on School Students with Disability).
- Managing the inclusive education funding process.
- Writing reports for funding (as required) and developing funding strategies for students and staff.

Administrative

- Writing up student assessments. (Psychologists only)
- Transferring relevant information regarding student diagnoses and recommendations from assessment reports to Documented Plans and Student Profiles.
- Developing student treatment plans.
- Accurately and timeously managing student data.
- Following up on relevant documentation required for diagnosis from external parties.

You will know you're successful when



- Triaging of student needs is done in a timely and efficient manner.
- Your assessments and observations are assisting the team to create best outcomes for the student.
- Crisis interventions are handled with care and empathy.
- Staff feel safe to discuss professional and personal difficulties with you.
- Staff feel supported and well-led and are demonstrating growth in their professional journeys.
- You have excellent rapport with students and staff and receive positive feedback from interactions with others.
- Students are making progress in their recovery.

Your Opportunities to Grow

At Alta-1 we believe in cultivating a work environment that encourages personal and professional growth. We want to see our staff and students thrive through:

- Mandatory professional development activities.
- Regular individual and peer clinical supervision.
- Professional development activities arranged by self, according to interest and professional improvement, as negotiated with Regional Principal and Lead Clinical Psychologist.