



headspace graduate program – intake 2025 applicant pack

A career in youth mental health is immensely rewarding but can also be challenging work. Young people are seeking support from headspace for their mental health more than ever before and are coming to us with increasingly complex and urgent needs. Because of this, we know that the first couple of years as a youth mental health clinician can be intense, and difficult to navigate on your own. That’s why the headspace graduate program is here – to help you kick-start your career in youth mental health by providing the opportunity to develop your practice with the supports you need to navigate the challenges early career clinicians face. It’s not just about finding a job— the graduate program supports you to build the experience, skills, and resilience for a meaningful and lasting career supporting the health and wellbeing of young people.

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got a question we haven’t been able to answer yet?
get in touch at graduates@headspace.org.au

about headspace

headspace is the National Youth Mental Health Foundation providing early intervention mental health services to 12-25 year olds. headspace can help young people with mental health, physical health (including sexual health) alcohol and other drug services, and work and study support. Each year, headspace helps thousands of young people access vital support through our headspace centres across Australia, our online and phone counselling services, our work and study services, and our presence in schools. You can find a map of headspace centres [on our website](#).

There are over 150 headspace centres in communities around Australia.

headspace's vision is that all young people are supported to be mentally healthy and engaged in their communities. For this vision to become a reality, we must ensure that our services are culturally safe and responsive to the needs of Aboriginal and Torres Strait Islander young people, their families, and by extension, communities. In recognition of this, we are committed to continuous improvement in the ways in which our services connect and engage with Aboriginal and Torres Strait Islander young people.

headspace is a place like no other. It's a place where people listen and support one another, working collaboratively to help build brighter futures. If you're looking for a graduate role where you can hit the ground running, where you'll gain unique experience and where you'll continue to develop your skills with professional training – you'll find your place at headspace.





about the headspace graduate program

The headspace graduate program offers you a 24-month position, with the opportunity to experience two 12-month rotations across two different headspace services. As a headspace clinician, you will play a pivotal role in delivering services to young people and their families within headspace's internationally renowned model of youth mental health care. You will contribute to developing and providing high quality intake/assessment and ongoing psychological services to young people and their families and will make meaningful impact in the local community.

The program also offers you:

- 40 days equivalent of professional education in foundational youth mental health skills and knowledge, spread across the program.
- Regular Clinical Educator/Senior Clinician contact to support you in applying learning to practice.
- Discipline matched one-on-one clinical supervision on a weekly basis for the first three months, then fortnightly for the remainder of the program.
- One day a week of protected time from clinical work to engage in graduate program activities such as the education program and clinical supervision, to support your development.
- Opportunities to engage with other graduate clinicians in the program and connect to the broader headspace network.
- The opportunity to undertake one or more rotations in a regional, rural or remote community and have exposure to a greater diversity of clinical work.
- Practical and financial support for relocation to ensure you land well in a new community.

about the First Nations graduate program stream

For First Nations clinicians, headspace offers opportunities that meet you where you're at, and allow you to develop your skills working in youth mental health. We offer support and choice: you decide if you want opportunities to work closely with Community or focus on other areas of development - or both! You can choose to apply through the First Nations stream and be supported and in contact with Indigenous staff throughout the process. But you can also apply through the general stream.

what support is offered under the First Nations' stream?

Assumptions aren't going to be made about what you need, but support is there if you want it. This support includes:

- Access to dedicated information sessions to have a yarn about the program
- Support and contact with Indigenous staff throughout the recruitment process
- Considerations of cultural needs during the placement process (for example, staying near Country, or practicing away from community and family)
- Cultural supervision throughout the program, to support your cultural safety and yarn about your journey as a worker, a practitioner, an individual and all the other roles you hold.
- Connection to the Aboriginal and Torres Strait Islander Staff Network
- The opportunity to work with young First Nations people and develop professional and cultural practices for First Nations clients (e.g., the Social and Emotional Wellbeing Model)

Our commitment to cultural safety: First Nations' candidates and graduates are not assessed on, expected to share, or expected to develop their cultural knowledge as part of the graduate program.

who are you looking for?

We are looking for clinicians who have recently qualified as **Occupational Therapists**, **Psychologists**, or **Social Workers** in the last three years.

Occupational Therapists and **Psychologists** must have full registration with the Australian Health Practitioner Regulation Agency by 1 February 2025.

Social Workers must have or be eligible for full registration with the Australian Association of Social Work by 1 February 2025.

Beyond qualifications, we're looking for early career clinicians who are:

- **motivated** to participate in a graduate program that provides a hands-on comprehensive introduction to the youth mental health sector
- **engaged and energetic** – those who bring enthusiasm to their work, embracing the challenges and rewards of working in youth mental health
- **committed to self-development** – those who take ownership of their growth and actively seek learning opportunities and feedback
- **resilient and reflective** – those who are resilient in the face of challenges, and understand how to support their own self-care in order to stay well, and be effective in their role
- **passionate and driven** – those who are looking to make a difference and strive to provide good care to those they work with
- **open to new experiences** – those who are willing to learn by engaging in a range of work opportunities, and working in a new community, including in regional, rural and remote settings

headspace has been a great place to experience working with young people and in mental health, I intend to pursue work in the headspace network.

– graduate clinician

what can I expect?

The graduate program has been designed to set you up for a long-term and successful career in youth mental health. We support you over the two years to develop and refine your clinical skills in a youth mental health setting and provide you with opportunities to accelerate your professional growth and development.

Collectively, clinicians in the graduate program have contributed tens of thousands of occasions of service to young people and their families around the country and are making a significant contribution to the mental health and wellbeing of young people. With the support of the team at headspace National, alongside the day-to-day support at their local centre, clinicians who complete the graduate program are seen as the future of the youth mental health workforce.

The roadmap on [Page 7](#) gives you an insight into what graduate clinicians will experience over the program.

what's involved in the education program?

The graduate education program supports clinicians to develop and consolidate foundational knowledge and skills required in youth mental health. Extending beyond what clinicians typically learn in their studies, we provide an opportunity to develop these essential skills while working in a youth mental health service, where you'll receive support to translate knowledge to practice. The education program covers the foundations of evidence informed interventions, inclusive practice, and other essential skills for youth mental health practice.

Graduate clinicians engage in the education program through a mix of self-directed online learning, facilitated seminar groups, online live training sessions, and discipline-specific peer learning groups. The education program content is developed in consultation with national and international industry experts. Previous graduate cohorts have had the opportunity to learn from industry leaders from organisations such as Orygen, Thorne Harbour Country, LawSense, the Centre for Excellence in Rural Sexual Health, and the Dulwich Centre.

I have been able to grow professionally a lot through the few months I have been in this field. A positive impact for me would be that my confidence as a clinician has grown a lot and that I have been able to develop clinical judgement that I trust.

– graduate clinician

who am I supported by?

Throughout the graduate program, you are supported by the Early Career Program team at headspace National as well as the team at the headspace centre you're placed at.

Your **Regional Support Team** will be your main touch-point to the graduate program, and will be there to help you get settled into your centre, as well as ensure your professional development is on track.

The **Education Program Team** will support you to engage in the education program activities by facilitating small group learning spaces, developing monthly learning content, and supporting your learning and development.

Graduate clinicians are supported by a **Clinical Educator** who works in the headspace centre to support and develop the youth mental health workforce. Clinical Educators work with the Education Program Team to support graduate clinicians to embed education program learnings into practice.

The support provided by the [program] staff is extraordinary, and I sincerely have not felt more valued and guided in a job. Overall, what I believe worked well was the care, time and support the [program] staff show each and every graduate.

– graduate clinician

where can I be placed?

The headspace graduate program supports clinicians to be placed in headspace centres or in our Digital Mental Health program. In 2025 graduate clinicians will be placed in headspace centres across New South Wales, Queensland, Tasmania, Victoria, and Western Australia.

A number of factors contribute to the placement decision-making process, including your personal and professional needs and preferences, as well as the opportunities that each centre can provide for individuals.

During the recruitment process we will ask for more information on your personal circumstances and preferences that will provide us insights into what will contribute to a great placement experience for you. We'll provide shortlisted candidates with more information on centres available for placement before gaining their placement preferences.

what if I need to relocate?

We provide practical and financial support to anyone who relocates over 100km from their home to their first placement (and then for subsequent placements). Our relocation support process connects anyone relocating with a dedicated team member who will help you to develop a relocation plan. Relocation plans are not just about how you'll get from A to B – but get you thinking about what's important to you in your new community. Based on your relocation plan we support you by:

- Helping you connect to local networks in your placement location to support you in finding ongoing accommodation (we've even supported graduates who are moving to a new placement to secure a rental by organising a lease transfer with another graduate who is leaving that placement)
- Reimbursements for relocation expenses such as travelling to your placement location, and the cost of transporting or storing your belongings.
- The cost of temporary accommodation while securing ongoing housing.

While ensuring you don't incur significant costs is important, it's not just about reimbursement. Our relocation policy is designed to ensure you land well in a new community.

In our latest round of relocation, we supported 29 graduate clinicians (and eight pets) to relocate around the country



the graduate program journey

before you start

meet & greet

Meet the team from your first placement centre and get to know more about where you'll be working in 2025

relocate

If you need to relocate, we'll support you to move and get settled into your new community before your first day in the role

first year

orientation week

Get settled into your role and the program with an online orientation week alongside your fellow graduate clinicians

start clinical work

Step into clinical work at your centre undertaking intake, assessment, brief, and ongoing intervention work

regional catch up

Come together in-person and meet graduate colleagues in your region in-person for a 2-day get-together

prep for second year

We'll support you to get ready to transition to your second year placement

engage in the education program

Participate in facilitated small group learning sessions
Engage in tailored online learning content, and hear from expert guest speakers
Receive support to implement learning into practice
Further develop and build your networks at the headspace conference

receive regular support

1:1 clinical supervision with a discipline-matched supervisor
Be supported to progress your professional development
Regional team meetings with graduate colleagues

second year

start second year

Get started in your second rotation and be supported to further develop your practice through your clinical work.

transition beyond

Be connected to job opportunities in the headspace network and receive support to transition to your next role

plan for the future

Be supported to think about your next career move and position yourself as a future leader in the workforce

beyond the program

connect with the alumni network

Stay connected with graduate program alumni and be supported by this network into your ongoing career in youth mental health

why work with us?

The graduate program provides early career clinicians with not only a job in youth mental health, but with an experience that will set you up for success in the youth mental health sector.

Benefits of the program include:

- A competitive remuneration package, with offers commencing at a base salary of \$70,000 (plus 11.5% super) commensurate with experience
- Access to salary packaging up to the maximum amount (\$15,900) per year
- One day a week of protected time from clinical work to engage in graduate program activities such as the education program and clinical supervision, to support your development
- Regular clinical supervision with a discipline-matched supervisor – this level of clinical supervision is valued at over \$7,150 in the first year, and \$5,720 in the second year if sourced independently
- Access to a two-year structured professional development program delivered by experts in the youth mental health sector – the education program is conservatively estimated to be valued at \$10,000 per year if individuals sourced similar training opportunities independently
- Regular cultural supervision for First Nations clinicians
- Access to relocation support for those relocating over 100km, including reimbursement of moving costs and temporary accommodation
- Reimbursement for all credentialling and pre-employment checks
- A team dedicated to supporting your entry into the youth mental health workforce

There may be other roles out there for early career clinicians, but we doubt you'll find another role with a more valuable overall package to position you to successfully navigate your first two years of clinical practice and ultimately to have a successful career in youth mental health.

Having the opportunity to travel and work regionally is a unique experience and one I am really grateful for. Having such supportive clinical supervision as new grad has been the greatest. I would recommend this program to my friends!

– graduate clinician

how the application process works

step 1: Submit an online application

Beyond tell us more about you and your qualifications, the online application is your first opportunity to show us if the graduate program is a good fit for you. Make sure you review the application pack and Position Description before you decide to apply. The online application form includes five short-answer questions, and we'll ask for you to upload a resume during this process. Note: Once you start the online application form you **must** complete the full application form in one session (i.e., you cannot save and come back later). See [Page 10](#) for a step-by-step guide on how to submit your application and navigate the online form.

step 2: Do an interview online

Shortlisted candidates will be invited to attend a video interview (via Zoom). The interview process helps us understand if you will be a good fit for the program. Interviews will go for around 45 minutes and will focus on behavioural style questions. More information about the process will be provided to shortlisted candidates. We'll undertake reference checks on all candidates who are interviewed.

step 3: Provide us your placement preferences

Following the interview, you'll be sent a form where we can learn more about your placement preferences. This will help us match shortlisted candidates to a headspace service that suits their personal and professional needs for their first rotation.

step 4: Wait for an outcome

Preferred candidates will be contacted with a provisional placement and verbal offer – once a verbal offer is accepted, we commence the employment process (including undertaking pre-employment checks).



what if I've done a placement at headspace?

The graduate program is a great next step for those who have completed a placement at headspace or have experience working at headspace, and we encourage you to apply.

However, previous experience at headspace or in the youth mental health sector is **not required**, and we know that early career clinicians have transferable skills from work experience in other sectors that are valuable in the graduate clinician role.

who can I contact with questions regarding the program/my application?

If you have additional questions that cannot be answered in this pack, please check the headspace [graduate program webpage](#). We'll be updating this page with answers to frequently asked questions throughout the application period.

For more information, and an opportunity to hear from the Program team, current and former graduate clinicians, and Clinical Educators about the program, consider registering for an [information session](#).

If you have a question that you cannot find the answer to, or wish to discuss your personal circumstances, please contact us at graduates@headspace.org.au.

key dates

Mon 5 Aug 2024 at 9am AEST	Applications close
Mon 19 Aug to Fri 6 Sept 2024	Interviews held with shortlisted candidates
Mon 26 Aug to Fri 13 Sept 2024	Reference checks undertaken for interviewed candidates
Commencing Mon 16 Sept 2024	Verbal offers made to preferred candidates*
Fri 18 Oct 2024	All candidates notified of their outcome of application
Mon 3 Feb 2025	Graduate clinicians commence in their role

* Finalising offers during a large intake can take time – if we do not contact you in this time, please note we will contact you with the outcome of your application by Fri 18 Oct. Please refrain from contacting us before this date requesting an update.

tips for success

We consider the application process a shared opportunity for us to get to know you better, and for you to see whether participating in the graduate program aligns with your career goals. Here are some tips to help you put your best foot forward:

- **See if youth mental health might be right for you** – Engage in the application process to see if youth mental health might be right for you. Review the Position Description, application documents, and, if possible, come to an information session to see working in youth mental health might be something you're interested and suited to. Don't be afraid to ask us questions along the way.
- **Reflect on your clinical experiences** – Draw on experiences from your clinical placements (whether in mental health or other sectors) to illustrate your skills and learning. Real-life examples make your application stand out and demonstrate your practical knowledge.
- **Prepare well considered responses** – Take your time with the short-answer questions. Read each question carefully and consider what we're looking for. Think about the qualities and skills essential for a career in youth mental health and how your experiences reflect those.
- **Avoid a last-minute rush** – Try to submit your application before the closing date to avoid any last-minute technical issues, and to ensure you have the time to put your best-self forward. You might even like to leave time to see if someone can read over your responses.
- **Be authentic** – Show us who you are and what makes you passionate about working in youth mental health, and in a program that supports your early career development. Take this opportunity to showcase your strengths, experiences, and passion for making a difference in the lives of young people.

how to submit an online application

- To apply you must submit an application online via the 'Apply now' button on the [website](#) – we **will not** accept applications via email
- This section provides information on how to apply via our internal recruitment platform (called TechnologyOne/cia) – please ensure you complete all steps outlined in this guide – failure to do so may result in your application not being processed.
- Once you start an application form online, you **must** complete the form in one session – you cannot save it and come back later.
- We **strongly recommend** that you prepare your responses to the short answer questions in a separate word document before starting the online form. Once you've got your responses ready to go, it should take no longer than 15 minutes to answer all the questions and copy your short answer responses into the online form.

step 1: prepare

The online application form will ask you to provide the following information – ensure you have this available before commencing your application:

- Information about your qualifications
- Answers to the short answer questions listed below
- An up-to-date resume (you **do not** require a cover letter)

short answer questions

Your responses will be limited to 1800 characters in the online form. This is approximately 300 words.

Question 1

The headspace graduate program provides early career clinicians with two-years of employment and the opportunity to gain experience across two headspace services while undertaking a comprehensive graduate education program.

To successfully engage in the program, clinicians are required to:

- Work fulltime for 2-years.
- Engage fully in the education program.
- Undertake two, 12-month rotations at different headspace services, which may require relocation.

Tell us why you are motivated to apply for this program?

Question 2

The headspace graduate program is designed to build a confident and capable Youth Mental Health workforce. We are interested in applicants who are

passionate about youth mental health and the opportunity to gain experience in a headspace setting.

Tell us why you are interested in working with young people to improve their mental health outcomes?

Question 3

Being a mental health clinician requires you to be a life-long learner.

To maximise the benefits of the headspace graduate program, graduate clinicians need to demonstrate an ability to identify their gaps in knowledge and skills and drive their development.

Tell us about a time where you identified a gap in your professional development and how you addressed this?

Question 4

You are working at headspace service. You and a colleague have been tasked to design a new therapeutic group program for young people with anxiety.

You and your colleague have only been working together for a couple of weeks, and are only starting to form your working relationship. They are more experienced than you and have delivered multiple group programs before. This is your first time facilitating group programs.

During one of the planning sessions, your colleague suggests an activity that you think may be upsetting to some of the young people enrolled in the group. You feel uncomfortable with this activity in the session plan.

What do you do and why? Please outline how you would respond, and your rationale for that response.

Question 5

You are rostered onto intake and assessment work at a headspace service. You receive a call from a young person wanting to make an appointment. The young person was very distressed throughout the screening questions. You determined that they should be scheduled in to attend an urgent appointment the next day. The young person was initially reluctant to attend the appointment but eventually agreed to attend if the session could be with you as they felt comfortable talking on the phone.

When you get off the phone, you quickly realise that the young person is the son of your next-door neighbour. You have regularly hired this young person to dog sit while you are on holiday. At this stage the young person does not know you are his neighbour.

What do you do and why? Please outline how you would respond, and your rationale for that response.

step 2: start your application

- Commence your application by clicking on the 'Apply now' link on the [headspace graduate program webpage](#)
- This will open a link to the application platform – here you can access the Position Description, and commence your application
- Enter your details and press 'Next' to progress to the next section (the next button will sometimes be in the top right corner of the screen)
- Questions with a red asterisk are required to progress to the next section
- Once you get to the Application Attachments section, please upload your resume (note: any other attachments will not be considered in your application)
- Once you have uploaded your resume, and are happy with your application, press 'Finish'
- You will receive an email that you need to confirm your identity in order to complete your application – **do not skip this step – your application will not be processed if you do not confirm your identity**

Please note: Once you start an application form online, you MUST complete the form in one session – you cannot save it and come back later

step 3: confirm your identity

- After pressing 'Finish', you will receive an email from donotreply@headspace.org.au
 - You may need to wait up to 5 minutes to receive this email
 - Ensure you check your junk folder if you cannot find the email immediately
- Open the email, and click on 'Confirm my identity'
- This will open a webpage telling you that your identity is confirmed and that your application has been submitted
- Then you will be emailed a confirmation that your application has been submitted.
- You will also be sent an email from Ci ANYWHERE to set up an account which enables you to access the headspace recruitment portal where you can view your application



headspace centres and services operate across Australia, in metro, regional and rural areas, supporting young Australians and their families to be mentally healthy and engaged in their communities



headspace would like to acknowledge Aboriginal and Torres Strait Islander peoples as Australia's First People and Traditional Custodians. We value their cultures, identities, and continuing connection to country, waters, kin and community. We pay our respects to Elders past and present and emerging and are committed to making a positive contribution to the wellbeing of Aboriginal and Torres Strait Islander young people, by providing services that are welcoming, safe, culturally appropriate and inclusive



headspace is committed to embracing diversity and eliminating all forms of discrimination in the provision of health services. headspace welcomes all people irrespective of ethnicity, lifestyle choice, faith, sexual orientation and gender identity.

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