

Senior AOD Clinician

Success Profile

As at 22/05/2026

You will make a difference by

- Providing high quality one-on-one therapeutic support to assist people to achieve their goals and address their mental health or drug and alcohol challenges.
- Supporting the day-to-day operations of the AOD clinician/s and the broader Local team in supporting service users with mental health and AOD challenges
- Supporting a caseload of people seeking service, you will provide specialised AOD assessment, counselling and therapeutic support utilising evidence-based interventions (such as motivational interviewing, CBT, etc.)
- Working with service users with a focus on harm reduction, therapeutic engagement, and trauma-informed practice, with support managed through streamlined care pathways involving specialist and multidisciplinary care.
- Welcoming the diverse people seeking service including people from the LGBTIQ+ and Aboriginal and Torres Strait Islander communities, people from non-English speaking backgrounds.
- Building relationships/referral protocols for service users into specialist AOD treatment, including Western Health's Drug Health Services and State-wide Addiction Service.
- Support the establishment and delivery of the Needle and Syringe Program (NSP) and other AOD interventions being delivered through the Melton Local.
- When rostered as shift lead, you will be an integral part of welcoming new service users, completing intake (IAR-DST) and safety assessments, facilitating referrals to internal or external services, including pathways to Tertiary Mental Health Services.
- Demonstrating commitment to system transformation that values the integration of clinical and non-clinical approaches to care to meet community needs and expectations.
- Meeting the required targets for program service delivery.
- Using clear and concise written communication for timely documentation of notes and assessments.
- Working a rotating roster you may be rostered on to work for at least one weekend a month and some evening shifts from 12pm-8.30pm Mon-Fri.
- Working onsite the at Melton Cobblebank, Melton Smith St, and other Melton Local Locations as required.
- This role is not suited to work from home unless supported by approved flexible work arrangements.



<p>To succeed, you will need</p>	<ul style="list-style-type: none"> • Tertiary qualifications in Social Work, Counselling, Allied Health, Nursing or other relevant discipline. • Current professional registration within relevant discipline for above qualifications (i.e., AHPRA, AMHSW, AASW, PACFA or ACA) • Current Victorian driver's licence • Minimum three-year experience in leadership roles in AOD/mental health sector • Comprehensive experience in motivational interviewing, stages of change, cognitive behaviour therapy (CBT), acceptance and commitment therapy (ACT), trauma informed care, reason for use package (RFUP) and clinical risk assessment • Extensive experience and skills in delivering services with a range of complex issues, clinical assessment, planning and implementation, and service intervention. • Extensive experience and skills in working with people with co-existing mental health and AOD issues. • Commitment to supervised practice, and experience in provision of supervision for other clinical staff and students. • Demonstrated working knowledge of the current alcohol and drug system and relevant legislation. Advanced clinical assessment skills including the use of screening and assessment tools. • Willingness to work rostered after hours shifts, one weekend a month and undertake intake shift lead responsibilities.
<p>You will improve and promote One Team IPC Health by</p>	<ul style="list-style-type: none"> • Acting with purpose, measuring our results, and celebrating achievements (<i>We make a difference</i>) • Going above and beyond, demonstrating understanding and respect for our communities and each other (<i>We are passionate</i>) • Learning, experimenting and innovating (<i>We are creative</i>)
<p>We will contribute to your success by</p>	<ul style="list-style-type: none"> • Providing opportunities for you to share what is important to you, your wellbeing, and what you need. • Aligning the contribution you make to IPC Health's strategy. • Guiding you in what to do, when and how to do it. • Developing your skills with regular feedback and exploring career opportunities. • Ensuring you feel fulfilled at the end of each workday. • Being committed to maintaining a barrier-free environment for all and welcoming individuals of diverse backgrounds, including but not limited to, those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and the LGBTI communities.



Key Deliverables and Measures	<ul style="list-style-type: none"> • Engagement with service users requiring specialist AOD treatment, care planning and support utilising a person-led approach to identify and meet recovery goals • Working collaboratively with a multidisciplinary team to support service users with mental health, AOD and overall wellbeing challenges.
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Team	<ul style="list-style-type: none"> • Melton Mental Health and Wellbeing Local
Reports to	<ul style="list-style-type: none"> • Clinical Manager Melton Local
Key relationships	<ul style="list-style-type: none"> • General Manager Operations & Clinical Care IPC Health • Manager of Mental Health and Wellbeing • Supports the Operations Manager of the Melton Local • Melton Local Lead and Consortium partners. • Broader Melton Local Team

Our Purpose
<p>Improve quality of life for the people and communities we serve by maximising access to health and wellbeing services.</p>

Our Values		
<p>We are passionate</p> <p>We go above and beyond, demonstrating understanding and respect for our communities and each other.</p> 	<p>We make a difference</p> <p>We act with purpose, measure our results and celebrate achievements.</p> 	<p>We are creative</p> <p>We learn, experiment and innovate.</p> 