

SUCCESS PROFILE

Alcohol and Other Drugs Clinician

As at 31/07/2026

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 a caseload of people seeking service, you will provide specialised addictions AOD and Mental Health assessment. • 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. • Provide, counselling and therapeutic support utilising evidence-based interventions (such as motivational interviewing, DBT, CBT, etc.) • Deliver and demonstrate high standards of clinical care that is informed by existing evidence and guidelines. • Leading with kindness, empathy, approachability, a growth mindset and fostering a positive one-team culture. • Willingness to engage in ongoing professional development in addictions, substance abuse and mental health interventions. • Using a values driven approach that welcomes and recognises the diverse needs of people seeking service including people from the LGBTIQ+ and Aboriginal and Torres Strait Islander communities, people from non-English speaking backgrounds, and people with mental health and/or drug and alcohol challenges. • Demonstrating a commitment to system transformation through all aspects of work undertaken. • Using clear and concise written communication for timely documentation of notes and assessments. • Meeting the required targets for program service delivery. • Contributing to the establishment of integrated care pathways to support the delivery of the Melton Local's services
To succeed, you will need	• 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 two-years experience 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.
You will improve and promote One Team IPC Health by	- 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>)
We will contribute to your success by	- 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	- Engagement with service users requiring specialist AOD treatment, care planning and support utilising a person-led approach to identify and meet recovery goals. - Meeting all worked performed target hours for direct and indirect client engagement. - Timely, accurate and comprehensive client records management in line with auditing and guidelines requirements for the service. - Working collaboratively with a multidisciplinary team to support service users with mental health, AOD and overall wellbeing challenges.

Contract Type	Ongoing
Team	Melton Mental Health and Wellbeing Local

Reports to	Senior AOD Clinician	
Key relationships	- 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	
Location	The employee may reasonably be required to travel and work at other locations dependent on the need of the business.	
Vaccination category	Click or tap here to enter text.	
Compliance	Standard	Action / Requirements
	OH&S	Performance work in a manner that complies with IPC Health's OH&S obligations and adds to a safety culture for all
	Child Safety Standards	A proactive approach to ensuring the safety, wellbeing, and inclusion of all children, in line with our legal and ethical obligations. Must demonstrate a strong understanding of child safety principles and uphold these values in all aspects of their work.
	WWCC	Must maintain a valid employee check and list IPC Health as their employer
	Police Check	Must maintain a valid check
	Banning orders	N/A
	Registration	Current professional registration within relevant discipline for above qualifications (i.e., AHPRA, AMHSW, AASW, PACFA or ACA)
Systems required for role and access level	N/A Click or tap here to enter text.	

Our Purpose

We improve quality of life for the people and communities we serve by maximising access to health and wellbeing services.

Our Values

We are passionate

We go above and beyond, demonstrating understanding and respect for our communities and each other.



We make a difference

We act with purpose, measure our results and celebrate achievements.



We are creative

We learn, experiment and innovate.

