

POSITION DESCRIPTION

Position Title:	Senior Mental Health Clinician – Alcohol & Other Drugs
Business Unit/Department:	Mental Health Services
Division:	Mental Health & Wellbeing Services (MH&WS)
Award/Agreement:	Victorian Public Mental Health Services Enterprise Agreement; Medical Scientists, Pharmacists & Psychologists (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Classification:	<i>Mental Health Professional:</i> Registered Psychiatric Nurse: Grade 4 – Year 1 to Year 3 (NP75 to NP77); Occupational Therapist: Grade 3 – Year 1 to Year 4 (YB24 to YB27); Social Worker: Grade 3 – Year 1 to Year 4 (YC46 to YC49); <i>Psychologists:</i> Psychologist: Grade 3 – Year 1 to Year 4 (PL1 to PK4)
Reports To:	Unit Manager
Direct Reports:	N/A
Date Prepared/Updated:	4 May 2026

Position Purpose

The Mental Health & Wellbeing Service has established a Senior Alcohol and other drugs (AOD) position based within MHWS residential services (CCUs, PARCs, Women's PARC).

This role is crucial in the establishment of a clear and accessible system of care that provides evidence-based mental health and integrated AOD treatment for consumers experiencing a co-occurring substance use issue. The purpose of this role is to deliver integrated AOD treatment and interventions to MHWS consumers working alongside the clinical treating teams.

The senior clinician will also be expected to build capacity and support treating teams and work collaboratively with external stake holders in provision of:

- Primary consultation of consumers with co-occurring substance use
- Direct AOD interventions to consumers, working alongside the primary treating teams
- Secondary consultation to treating teams where a consumer may not wish to engage in further AOD assessment.
- Provide expert opinion regarding diagnostic impressions, formal diagnostic assessments, feedback on process considerations and treatment planning considerations/advice
- Assisting with referrals to outside agencies.
- Provision of advice and mentoring to Clinicians about the drug and alcohol treatments and services, particularly during clinical review meetings.
- Work across MWAMHS residential services CCU, PARC and Women's PARC.

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- Participate in clinical supervision and team reflective practice.

Business Unit Overview

The Division of Mental Health and Wellbeing Services spans across multiple Western Health sites and within the local community and services consumers across the lifespan.

The Division has recently been established following a key recommendation from the Royal Commission into Victoria's Mental Health System. The Western Health catchment includes the local government municipalities and growth areas of Brimbank, Sunbury, Maribyrnong and Melton.

Our recovery-oriented approach to care is provided by a multidisciplinary workforce comprising skilled clinicians, consumers and carers. These services include hospital based, community and specialist mental health and wellbeing services for adults, older adults, children and adolescents who are experiencing, or are at risk of developing a serious mental illness.

The Division collaborates across a number of Divisions within Western Health and partners with external health services and community services to ensure the provision of Best Care. The Division aims to innovate and develop services and care options across Western Health to ensure Best Care for the community of Western Melbourne.

St Albans Community Care Unit is a 20-bed facility providing medium- to long-term residential rehabilitation 24 hours a day, by supporting the recovery of people seriously affected by mental illness through supporting personal growth, resilience and healing to then develop or relearn skills in self-care, communication and social skills. All recovery planning is done collaboratively with the Multidisciplinary Team, consumers, carers and community agencies with the aim of all parties striving for better consumer outcomes in a least restrictive manner in accordance with Mental Health Act 2022, ultimately fostering the consumer's integration into the broader community.

Burnside Prevention and Recovery Care (PARC): Located in Deer Park, a 10-bed facility which provides short term mental health recovery and rehabilitation to mental health consumers across the Western Mental Health region. PARC supports consumers in their recovery goals and increasing their independence in transition back into the community. It is operated in partnership with a Mental Health Community Support Service (MHCSS).

Yanna Yanna PARC: Located in St Albans, Yanna Yanna PARC is a welcoming and supportive environment where consumers are supported in their recovery goals and increasing their independence in transition back into the community. The service also has the ability for children to stay with their mother as a border.

Key Responsibilities

- Provide high quality engagement, assessment, treatment and support services to consumers and their families, using best practice principles including Family Inclusive Practice and Dual Diagnosis Principles
- Assess the suitability of consumers referred for AOD consultation and facilitate the intake and assessment process in collaboration with clinical team and relevant stakeholders involved in consumer care.
- Ensure that consumers referred have an Interim Support Plan to assist in relapse prevention.
- Work with consumers to develop, implement and review their individual treatment goals including discharge plans, in collaboration with the clinical teams.
- Collaborate with existing service providers and facilitate referral pathways to other services if indicated.
- Facilitate a range of therapeutic and psycho-educational groups, including group interventions for families and significant others.
- Demonstrate proficiency in the application of Motivational Enhancement and Cognitive Behavioural Therapies.

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- Maintain file records, data collection processes and reporting as required.
- Adhere to and keep informed of all relevant legislative compliance requirements, and report any perceived breaches, risks, hazards, incidents and complaints to line Manager or other appropriate person.
- Undertake other duties as directed by the Program Manager
- Contribute to staff development via coaching and on the job training e.g. coaching developing staff in program session content and group facilitation, providing constructive feedback to developing staff members, informing line management of any concerns regarding developing staff members
- Develop collaborative and productive working relationships with intra and inter service providers and stakeholders.
- Maintain regular communication and feedback with the Team Leader and Manager regarding waiting list, risk management and group interaction.
- Actively participate in the clinical review of consumers and formulate individualised AOD treatment plans in collaboration with the clinical team and external stakeholders', where indicated
- Actively participate in ongoing professional development engage in the annual performance and offered group reflective practice and group supervision
- Attend relevant training as required.
- Supervise students during placement and providing formal supervision if you possess the appropriate qualifications as required by their educational institution.
- Contribute to the achievement of quality improvement, both in terms of individual and program performance by encouraging an environment where high quality work is achieved and supported by the adherence to/development of quality systems documentation

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

Internal:

- Program Manager, Team Leader
- Lead Consultant and medical staff
- Multidisciplinary team
- MHWS Discipline Seniors/Chiefs
- Quality Improvement Consultants
- MHWS Director and Director of Clinical Services
- Lived experience workforce
- Administration staff
- Consumers and carers

External:

- MHWS– Nursing education unit,
- MHWS Director of nursing and nursing advisor, Mental Health Training and Development Unit,
- Quality Planning an Innovation Unit,
- Western Health – Drug Health Services, Statewide addiction service
- Office of Chief Psychiatrist and Office of Chief Mental Health Nurse
- Community AOD services

Selection Criteria

Formal Qualifications:

Registered Psychiatric Nurses:

- Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Bachelor's degree in Psychiatric/Mental Health Nursing or equivalent, or, bachelor's degree in nursing plus postgraduate qualification in Psychiatric/Mental Health Nursing.

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Occupational Therapists:

- Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Occupational Therapy Board of Australia.
- An approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.).

Social Workers:

- An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.

Psychologists:

- Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009) with practice endorsement as a Clinical, Forensic or Clinical Neuro Psychologist with the Psychology Board of Australia (or eligibility to enter a registrar program as a clinical, forensic or clinical neuro psychologist with the Psychology Board of Australia where relevant).

Essential:

- Substantial clinical experience (at least five years) in a range of Mental Health settings (e.g. aged persons mental health, acute psychiatric units, community) and/or AOD clinical services
- Well-developed knowledge and understanding of the Mental Health Act and other relevant legislation, policies, and strategic directions of Public Mental Health Services.
- Experience in delivering evidenced based interventions for mental health consumers with co-occurring alcohol and other drug issues
- Excellent interpersonal skills and the ability to communicate effectively with consumers, families/carers, colleagues, and other service providers
- Demonstrated experience & expertise in the provision of mental health/AOD care and treatment to adults with severe mental health problems.
- Demonstrated experience working with large groups of diverse stakeholders
- Demonstrated capacity and initiative to work with limited direction.
- Ability to problem solve and negotiate with the multidisciplinary team and other service providers
- A proven ability to provide clinical leadership and professional guidance to multidisciplinary teams.
- Demonstrated understanding and knowledge in the implementation of quality improvement programs.
- Experience having and in delivering Supervision, Preceptorship and Mentorship.
- Current Victorian Driver's License.

Desirable:

- Additional qualification or training in AOD specific interventions
- Ability to speak a community language in addition to English
- Aboriginal and Torres Strait Islanders and/or those with experience in working with ACCHO and Aboriginal Communities and Families are highly encouraged to apply

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

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- 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 and 6A Family Violence Protection Act 2008, 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
- Work at any of the Western Health sites as directed, in accordance with business and organisational demands and priorities.

General Information

- Redeployment to other services 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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