

**Alcohol and Other Drugs Services (AOD)
Senior Leader- AOD Clinical Services**
76 hours per fortnight (1.0 FTE)
Ongoing

ROLE OVERVIEW

Be The Leader Who Transforms AOD Care in Regional Victoria.

At Bendigo Community Health Services, we're not looking for just another manager. We're seeking an exceptional clinical leader who will revolutionise our clinical AOD services and set the gold standard for regional care across Victoria.

As Senior Leader of our comprehensive AOD Clinical Services, you'll oversee:

- Nova House - Our specialised 5-bed residential withdrawal facility
- Home-Based Withdrawal Service - Bringing clinical excellence into community settings
- Specialist Community Pharmacotherapy Service - Delivering vital ORT with clinical precision

ABOUT THE ROLE

This Role is for You if:

- ✓ You're a clinical authority in AOD treatment with proven expertise in withdrawal management and pharmacotherapy
- ✓ You can transform compliance requirements into exceptional clinical practice—creating systems where excellence is the standard, not just meeting regulations
- ✓ You're a decisive leader who communicates with clarity, inspires your team, and sets the bar high for staff and service performance
- ✓ You have a strategic vision for what regional AOD services can become, and the practical skills to make it happen
- ✓ You're ready to elevate an already strong service into the benchmark for regional AOD clinical care in Victoria

What You'll Drive:

- ✓ Clinical Excellence: Set and maintain the highest standards of clinical practice across all services
- ✓ Operational Performance: Ensure efficient service delivery while exceeding targets and compliance requirements
- ✓ Team Leadership: Mentor and develop a dedicated clinical team into high-performing professionals
- ✓ Service Integration: Create seamless pathways between clinical services and our Wanyanimbik Wayan wellbeing programs and other sector services
- ✓ Innovation: Develop and implement new approaches that extend our impact and relevance

What you will need:

- Tertiary qualifications in AOD and/or Mental Health Nursing or equivalent
- Extensive experience in clinical AOD settings with exceptional clinical judgment
- Deep understanding of evidence-based AOD treatments and interventions
- Proven ability to implement and maintain NSQHS Standards or equivalent quality frameworks
- Strong track record in ensuring culturally safe and equitable clinical care
- Outstanding leadership and communication skills

ABOUT BENDIGO COMMUNITY HEALTH SERVICES

Join a Purpose-Driven Organisation:

BCHS has cared for the health and wellbeing of the Bendigo community for 50 years. We employ more than 280 people across a broad range of services across five sites. We foster a values-aligned, positive culture where staff feel supported and empowered to make a difference.

This is more than just a job—it's an opportunity to shape the future of regional AOD services and change lives.

Are You Ready to Lead the Change?

If you're the exceptional clinical leader we're looking for—someone who has mastered the clinical complexities of AOD care, can turn compliance into excellence, and wants to build something truly outstanding—we want to hear from you.

Added benefits of working with BCHS include:

- Salary packaging
- Purchasing leave
- Study assistance
- Training programs
- Novated leasing
- Fitness Passport

To successfully apply for this position, you will need:

KEY SELECTION CRITERIA

Essential

1. Tertiary qualifications in AOD and/or Mental Health Nursing, Nurse Practitioner or equivalent
2. Significant experience working within clinical models of care, with strong clinical acumen, and the ability to role model exceptional clinical judgement and care
3. Demonstrated knowledge of contemporary evidence-based treatments for substance use disorders and addiction, including pharmacological interventions, withdrawal management, and psychosocial approaches for harm minimisation and recovery.
4. Demonstrated understanding of regional AOD service delivery challenges, with proven ability to develop innovative solutions to improve rural treatment access and outcomes.

5. Strong track record in ensuring cultural safety, equitable access and culturally appropriate care across intersecting population groups, including experience in adapting clinical practices to meet diverse community needs through culturally safe engagement.
6. Outstanding communication skills with demonstrated ability to inspire, motivate and mentor clinical teams and build and maintain strong stakeholder relationships.
7. Demonstrated excellence in managing clinical documentation systems, including the development and monitoring of high-quality clinical records, analysis of treatment outcomes, and maintenance of confidential client information in accordance with professional standards and regulatory requirements.
8. The successful applicant will also be required to undertake and complete a Satisfactory National Police Check and have a current employee Working with Children Check and Driver's Licence.

Desirable

1. Proven expertise and experience implementing and maintaining NSQHS Standards or equivalent quality frameworks within AOD settings, with specific knowledge of regulatory and/or sector requirements for withdrawal services (residential and home-based) and pharmacotherapy programs.
2. Experience in leading and managing effectively through complex change and challenges while maintaining team cohesion and service excellence.
3. Direct experience in residential and home-based withdrawal management and opiate replacement therapy settings.

For a confidential chat, contact Cilla Boucher, Operations Manager, MH and AOD on 0417 575 152 or email at cillaboucher@bchs.com.au.

To view the position description please go to <https://www.bchs.com.au/careers/current-jobs>

Applications addressing the **Key Selection Criteria** should be emailed to recruitment@bchs.com.au by 10pm, Monday, 2 June 2025.

BCHS is an equal opportunity employer committed to diversity, cultural safety, and environmental sustainability.

Applications will be acknowledged upon receipt. Applicants are requested to contact People and Culture on telephone 5406 1227 if an automatic acknowledgement has not been received.

