

**Alcohol and Other Drugs (AOD) Team**  
**Senior Welfare Worker**  
60.8 hours per fortnight (0.8 FTE)  
Fixed Term – 12 months

#### **ABOUT THE ROLE**

The Senior Welfare Worker plays a critical leadership role in the effective delivery of the Residential Withdrawal program at Nova House.

The role is crucial in building the capability of the service to support consumers accessing withdrawal, maintaining and improving the client program facilitated by Welfare Workers, and providing the management and leadership support required for the Welfare Worker workforce to be confident, competent and perform their roles with impact. The Senior Welfare Worker will be expected to work in collaboration with the nursing staff and Senior Leader, to build clinical governance systems, and other policies and procedures that relate to the scope of practice for the welfare workers.

#### **KEY RESPONSIBILITIES**

- Lead and provide advanced AOD expertise to the Welfare Workers
- Contribute to leading continuous quality improvement initiatives specific to AOD residential services
- Education and capacity building on harm reduction and advanced topics in substance use treatment and recovery
- Foster a positive team culture that promotes professional growth, collaboration, and excellence in client care
- Develop and maintain strategic partnerships with complementary services and referral agencies
- Contribute to policy development and advocacy efforts related to substance use treatment

#### **ABOUT BENDIGO COMMUNITY HEALTH SERVICES**

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.

The success of BCHS starts with our staff, who have a high level of professionalism and dedication, allowing us to deliver quality services for the community, with a particular focus on vulnerable people.

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. A certificate, diploma or bachelor's degree in Welfare, Community Development, Youth Work, Social Work, Counselling or other health science related field.
2. Specific AOD qualification such as Alcohol and Other Drug skill set, tertiary education or alternatively at least five years' work experience in AOD community settings.
3. Proven leadership and management experience in a community or residential setting, managing people and/or teams to meet service objectives.
4. Demonstrated ability to develop and evaluate psychosocial programs.
5. Strong understanding of contemporary harm reduction approaches and evidence-based practices.
6. Demonstrated ability to provide a comprehensive range of care and support, including assessment, case coordination, care planning, discharge planning and facilitation into other support services.
7. Excellent interpersonal and communication skills with consumers, partners, families, staff and other service providers.
8. Strong conflict resolution skills adaptable to both client and staff to maintain a positive residential service.
9. Ability to demonstrate the values of Bendigo Community Health Services.
10. Current First Aid and CPR Certification.
11. A current employee Working with Children Check and Drivers Licence. The successful applicant will also be required to undertake and complete a Satisfactory National Police Check.

For further information about the position please contact Amanda Gould, Senior Leader on 5406 1500.

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](mailto:recruitment@bchs.com.au) by 10pm, Monday, 16 June 2025.

*Bendigo Community Health Services encourages applications from individuals of all backgrounds and abilities.*

*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.*