

Position Description

Position Title:	Alcohol and Other Drugs Nurse
Reports to:	Program Manager, Goulburn Valley Alcohol and Drug Service
Department:	Goulburn Valley Alcohol and Drug Service
Directorate:	Community Care and Mental Health
Cost centre:	M0755
Code & classification:	Clinical Nurse Consultant A (ZF4) OR Clinical Nurse Consultant B (ZJ1)
Employment conditions:	Nurse and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024-2028 and its successors and GV Health Policies and Procedures (and as varied from time to time)

GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

POSITION SUMMARY

The Alcohol and Other Drugs (AOD) Nurse is responsible for providing high-quality, evidence-based care to clients and their families affected by alcohol and other drug use. This role operates within a clinical practice framework, in collaboration with a multidisciplinary network of healthcare providers, including General Practitioners (GPs), Nurse Practitioners (NPs), Addiction Medicine and Psychiatry clinicians, and both hospital and community-based staff.

The position is funded through the GVADS Non-Residential Withdrawal Program and operates during standard business hours, Monday to Friday.

Goulburn Valley Alcohol & Drug Services (GVADS), located in Victoria's West Hume region, is a consortium-led service delivered in partnership by GV Health, Odyssey Victoria, and The Salvation Army Australia. GVADS provides client-centred care across a continuum of services, including assessment, counselling, care and recovery coordination, therapeutic day rehabilitation, and non-residential withdrawal.

GV Health also delivers complementary AOD services such as residential withdrawal, pharmacotherapy, clinical liaison, and specialist outpatient addiction care. The AOD services work collaboratively with regional healthcare and community service organisations to support vulnerable individuals and families.

The AOD Nurse is a key member of the GVADS multidisciplinary team, dedicated to implementing recovery-oriented and contemporary models of care. The role involves service delivery across the Goulburn Valley catchment area through face-to-face appointments, home visits, and telehealth platforms.

The AOD Nurse reports directly to the Program Manager, GVADS.

This role also contributes to promoting GV Health as a leading regional health provider, aligning with its strategic plan, mission, and values.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of, but not limited to:

- Strengthen partnerships with local GPs and community hospitals to facilitate client access to withdrawal services.
- Monitor withdrawal symptoms and manage medication in collaboration with medical staff and allied health clinicians to ensure the safe and effective management of withdrawal.
- Support the management of co-occurring physical and mental health conditions.
- Meet operational requirements, including reporting, e.g., Drug Treatment Activity Units (DTAUs), contributing to a culturally safe and responsive service model, and participating in ongoing professional development.
- Deliver safe, evidence-based clinical care to support clients in reducing, stabilising, or ceasing problematic AOD use.
- Identify and respond appropriately to complex issues such as mental illness, suicidality, self-harm, trauma, family violence, and social disadvantage according to legislation, policy and procedures.
- Assess clinical risk and implement appropriate escalation, treatment, or referral pathways.
- Collaboratively develop and review individualised treatment plans with clients.
- Provide continuous clinical monitoring and support for clients throughout withdrawal, medication stabilisation, and post-withdrawal care.
- Deliver flexible and responsive engagement across the GV catchment through home visits, outreach, outpatient settings, telehealth, or phone-based support.
- Educate clients and families on treatment options, harm minimisation, pharmacotherapies, and relapse prevention strategies.
- Facilitate appropriate pre-engagement, discharge planning and referrals for ongoing care, including counselling and rehabilitation.
- Coordinate wrap-around care for complex clients, actively participating in multidisciplinary care planning and case conferencing.
- Support GV Health's commitment to clinical excellence by contributing to service improvement and client outcomes.

KEY SELECTION CRITERIA

Formal Qualification(s) and Required Registration(s):

- Current registration with the Australian Health Practitioner Regulation Agency as a Registered Nurse.

Essential:

- Minimum of five (5) years of general and/or mental health nursing experience across a variety of practice settings.
- High-level written and verbal interpersonal, written and verbal communication skills, with proven ability in documentation, problem-solving and report writing.
- Proficient in the use of clinical systems and digital tools relevant to service delivery.
- Demonstrated ability to undertake AOD screening and assessment of substance use/withdrawal, including the understanding of integrated AOD and mental health treatment approach.
- Strong clinical case management skills with demonstrated experience supporting clients experiencing complex physical, psychological, and social issues and demonstrated ability to access and integrate specialist supports as required.
- Completion of the four core competencies of AOD (or willingness to complete within the first 12 months of commencement).

Desirable:

- Prior experience working within a residential or community AOD or integrated MH/AOD service.
 - Postgraduate qualification (Graduate Diploma or Graduate Certificate) in alcohol and drug studies.
 - Certificate IV or Diploma in Alcohol and Other Drugs.
 - CHCAOD005 – Provide Alcohol and Other Drug withdrawal services Competency.
-

KEY PERFORMANCE INDICATORS**Your performance will be measured through your successful:**

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
 - Development and maintaining of collaborative relationships with all other teams and professionals;
 - Promoting and enabling of efficient teamwork and service provision both within the department and/or organisation and with other service providers;
 - Ability to contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
 - AHPRA Registration is maintained and working within the scope of practice.
 - Demonstrated evidence in the annual Performance Review.
 - Engages and links with relevant AOD and primary health services (e.g. Other AOD services, general practitioners, small rural hospitals) in the GV catchment.
 - Excellent interpersonal, written and verbal communication skills including problem-solving and report writing abilities and high degree of computer literacy.
 - Demonstrated experience with coordinating, motivating and leading performance within defined resources across a complex and diverse organisational structure.
 - Demonstrates evidence of education. Furthers own knowledge and share this knowledge with staff patients/clients, either formally or informally, which may include increasing public awareness and acting as a mentor or clinical supervisor to staff.
 - Demonstrates (at least 3) contributions or development of; guidelines, standard work practices, policy and procedure, data collection, formal research, practice change, presentations and publications.
 - Attendance and active participation at meetings as required
-

AT GV HEALTH ALL STAFF ARE REQUIRED TO

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- This role may from time to time deal with distress, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. GV Health staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment;
- Maintain a safe working environment for yourself, your colleagues and members of the public;
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;

- Contribute to organisational quality and safety initiatives;
- Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
- Complete the mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
- Seek internal customer or consumer feedback and respond accordingly to identify areas of needs;
- Comply with requirement of National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
- Comply with the principles of patient and family centred care;
- Not smoke or vape on GV Health premises;
- Comply with immunisation requirements as per the Department of Health Victoria;
- Comply with all applicable position pre-employment checks that are relevant to the role, which may include but is not limited to; police checks, Working with Children's Check (WWCC), National Disability Insurance Scheme (NDIS) and Aged Care screening requirements;
- In this role you may occasionally interact with distressed, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. All staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment.

ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that The GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

Community Care & Mental Health	Alcohol and Other Drugs Nurse
Reviewed by:	Program Manager (NUM), Goulburn Valley Alcohol and Drug Service
Issue Date:	August 2025

ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

OUR STRATEGIC PLAN

The Goulburn Valley Health Strategic Plan 2024-2026 provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

FOR MORE INFORMATION

Application tips: [Application Tips - GV Health](#)

GV Health: <https://www.gvhealth.org.au/about/>

Child Safety and Wellbeing: [Child Safety and Wellbeing - GV Health](#)

Living in Goulburn Valley: [Goulburn | Regional Living Victoria](#)

GV Community Connector: [Community Connector Program for Businesses](#)