

Position Description



Working in Southern NSW Local Health District - People Caring for People

Working with our communities to foster trust and engagement in the care they need to live healthy lives. Our staff work in collaboration with other health care team members to ensure the needs of our patients and families are central to all decision making.

When you choose to work within the Southern NSW Local Health District, **you are committing to and are accountable for demonstrating the CORE values and behaviours of Collaboration, Openness, Respect and Empowerment.**

Complete this Position Description template after reading the [SNSWLHD Guide to Writing a Position Description](#). Use the Guide for assistance on each section and examples of writing styles.

| Role Details | |
|--|--|
| Position Title | Clinical Leader – Alcohol & Other Drugs (AOD) |
| Award | Health and Community Employees Psychologist (State) Award NSW Health Service Health Professionals (State) Award Public Health System Nurses and Midwives (State) Award |
| Position Classification | Clinical Nurse Consultant Grade 2, Senior Psychologist, Occupational Therapist Level 4, Social Worker Level 4, Welfare Officer Level 4 |
| Stafflink position number | 780515 703014 210797 210798 |
| Does this role manage or supervise others? | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| <u>Vaccination Risk Category</u> | <input checked="" type="checkbox"/> Category A <input type="checkbox"/> Category A High Risk <input type="checkbox"/> Category B |
| Primary Purpose of role <i>(Why does this role exist? 1 or 2 sentences only)</i> | Provides expert clinical services, clinical governance, and support to a multidisciplinary team of AOD clinicians, ensuring the provision of services is evidence based with a focus on harm minimisation. |

Key Accountabilities *(max of 8-10 key accountabilities)*

1. Provide expert consultation, advice and clinical leadership to a multidisciplinary AOD workforce, supporting professional learning and ensuring practice aligns with relevant standards and delivery of evidence-based care.
2. Undertake direct clinical work and maintain a limited caseload to enable advanced assessment and management of individuals with complex clinical presentations, supporting the achievement of optimal health and wellbeing outcomes.
3. Lead the ongoing review of AOD and enhancement of AOD services, including development, implementation and review of clinical pathways, policy, procedure and guidelines and contribute to state and national working groups as required.
4. In collaboration with individuals and multidisciplinary health care teams initiate, plan, implement and evaluate strategic service improvements including analysis of clinical practice and emerging directions to ensure AOD services remain responsive to current and future needs.

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5. Collaborate with educators to plan and deliver AOD education and develop clinical resources across the Local Health District, supporting a capable, skilled workforce and the provision of person-centred care.
6. Ensure compliance with relevant state legislation in the care and treatment of people with AOD concerns, consistent with harm minimisation principles and the least restrictive care approach.

Key Challenges *(max of 3 key challenges)*

1. Delivering specialist AOD clinical expertise across a large rural region, supporting clinicians to manage clients with complex and multiple needs through advanced practice while maintaining appropriate boundaries.
2. Leading and embedding new and evolving AOD practice approaches that translate the best available evidence into improved clinical and service outcomes.

Key Relationships

| <i>Who?</i> | | <i>Why?</i> |
|---|----------------------------|--|
| Internal Relationships <i>(max of 3 internal relationships)</i> | | |
| 1 | Manager AOD | Operational management, provide advice, escalate issues, meet deadlines, provide regular updates on key projects, issues and priorities, undertake duties as directed. |
| 2 | Clinical Director AOD | Expert clinical leadership. |
| 3 | AOD team | Be an effective member of the work team, collaborate, participate in meetings, share information and provide input on issues. |
| Does this role routinely interact with external Stakeholders? | | |
| <input checked="" type="checkbox"/> Yes <i>(max of 2 external stakeholders)</i> <input type="checkbox"/> No | | |
| 1 | Clients, families & carers | Ensure services provide safe, contemporary, trauma informed, evidence-based care and treatment |
| 2 | Service stakeholders | Liaise, consult and develop effective professional relationships. |

Staffing

| | |
|-------------------------|----------|
| Direct Reports | 0.00 FTE |
| Indirect Reports | 0.00 FTE |

Essential Requirements

WWCC: Current Working with Children Check Clearance
 NPC: National Police Check (This check will be conducted by the Health Service for Recommended Candidates only)
 Staff Health: Compliance with the LHD and NSW Health, Staff Immunisation Policy
 WHS Responsibilities: You must take all reasonable care for yourself and others and comply with any reasonable instruction, policies, procedures relating to work health, safety and wellbeing
 Valid unrestricted drivers licence for use in NSW/Australia

Selection Criteria *(max of 8 selection criteria, including any Essential Requirements like AHPRA)*

1. Tertiary qualifications and current registration with AHPRA for Registered Nurses, Occupational Therapists, Psychologists or tertiary qualifications and eligibility for membership of the Australian Association of Social Workers for Social Workers or Bachelor of Health Science Mental Health for Welfare Officers.
2. Extensive demonstrated post graduate experience in the provision of AOD services and a breadth of knowledge and expertise in contemporary practices in AOD services. For Registered Nurses at least 5

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years full time equivalent registration experience with at least 3 years full time equivalent experience in the speciality field. In addition, the employee must have an approved post graduate nursing qualifications in AOD or current enrolment in or commitment to enrol in an approved postgraduate course within the next 12 months.

3. Demonstrated high level understanding of the broad health and social impact of substance use and dependence and commitment to a harm minimisation approach.
4. Demonstrated high level understanding of and skills in evidence-based interventions for substance use and dependence.
5. Demonstrated clinical leadership and clinical supervision to AOD clinicians from all disciplines, upholding standards of clinical practice, and critically analyse, review and develop relevant policy, procedure and models of care.
6. Ability to communicate effectively and the capacity to engage and collaborate with clients, their families and carers and/or other stakeholders and a demonstrated high-level proficiency in computer literacy.
7. Current unrestricted drivers licence and the ability to maintain. Ability and willingness to drive/travel as the role requires. This may involve driving long distances.

Other Requirements

(Note this section is standard across SNSWLHD and is not to be changed or edited)

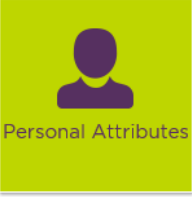



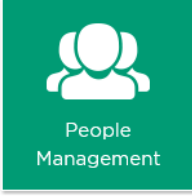

Southern NSW Local Health District is committed to providing a patient centred environment focusing on all aspects of patient safety and quality. Each employee has a responsibility to ensure the highest standard of quality care. Role and responsibilities are to be performed in a manner that is in accordance with relevant legislation, awards, state and local policies, procedures and guidelines.

All employees contribute to a constructive workplace culture and a safe workplace by modelling the organisation's CORE values of Collaboration, Openness, Respect and Empowerment (CORE) and ensuring all workplace conduct aligns with the behaviours associated with those values and the NSW Health Code of Conduct.

All employees participate in the performance development and review process for own professional/personal development and to identify educational and development needs.

All employees are required to identify, assess, eliminate/control and monitor hazards and risks within the workplace, to the extent of delegated authority for the role, as per Work Health and Safety legislation.

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| Capability Framework | | | |
|--|-------------------------------------|-----------------------------|-------|
| Capability Group | Capability | Level | Focus |
|  <p>Personal Attributes</p> | Display Resilience and Courage | Adept | |
| | Act with Integrity | Adept | |
| | Manage Self | Adept | |
| | Value Diversity | Adept | |
|  <p>Relationships</p> | Communicate Effectively | Adept | |
| | Commitment to Customer Service | Adept | |
| | Work Collaboratively | Adept | |
| | Influence and Negotiate | Adept | |
|  <p>Results</p> | Deliver Results | Adept | |
| | Plan and Prioritise | Adept | |
| | Think and Solve Problems | Adept | |
| | Demonstrate Accountability | Adept | |
|  <p>Business Enablers</p> | Finance | Intermediate | |
| | Technology | Intermediate | |
| | Procurement and Contract Management | Intermediate | |
| | Project Management | Intermediate | |
|  <p>People Management</p> | Manage & Develop People | Intermediate | |
| | Inspire Direction and Purpose | Adept | |
| | Optimise Business Outcomes | Intermediate | |
| | Manage Reform and Change | Intermediate | |
|  <p>Occupation Specific</p> | Human Resources | Further discussion required | |
| | Finance | Further discussion required | |
| | Procurement | Further discussion required | |
| | ICT | Further discussion required | |