

Clinical Director Job Advertisement

Candidates for the Clinical Director position are invited from qualified and experienced clinical leaders in mental health and/or addiction, and may include General Practice, Addiction Medicine, Psychiatry, Psychology and Nursing.

First Step

First Step is a renowned addiction, mental health and legal services hub in the heart of St Kilda supporting 1,500 people each year. First Step's current clinical team includes 4 General Practitioners with decades of experience in addiction medicine, a Nurse Practitioner, Registered Nurse, Mental Health Nurses and Psychologists. In addition, there are non-clinical staff including a community legal centre, group therapists, family therapists, psycho-social workers and care coordinators.

First Step's model of care is designed to address the systemic barriers faced by people with co-occurring illnesses including mental ill-health and addiction in a welcoming, empathic, and hope-filled environment. Through the compassionate application of multiple disciplines in a collaborative team we focus on incremental, whole-of-life improvements that build towards physical, mental health and social/emotional wellbeing. We work to help people stay connected to their families, participating in society, and taking control of their own lives.

First Step, a leader in integrated care and multi-disciplinary teams, is represented on the state government's AOD Expert Advisory Group, entrusted with integrated care tenders and contributes to public debate through numerous forums.

Position summary

The Clinical Director is a key leadership role, which in collaboration with the Chief Executive officer, will ensure that First Step clinical programs are client focussed, ethical, evidence-based and compliant with all clinical governance directives and guidelines.

The Clinical Director will be an active member of the clinical team with their own client load, will lead the professional delivery of health services, and will lead clinical governance.

The Clinical Director will provide expert opinion and guidance to the Clinical Governance Advisory Board to ensure appropriate governance and inform strategic thinking and planning to support the growth and development of First Step's clinical programs.

The Clinical Director role is a part-time position with hours to be negotiated and time allocated to clinical and leadership responsibilities as well as a caseload of patients.

Essential Functions

- Provide oversight for the clinical services at First Step and ensure excellence in service delivery.

- Provide leadership and support to the clinical team of GPs, registered nurses, mental health nurses, psychologists, psychiatrist and counsellors to deliver best practice multi-disciplinary care.
- Work collaboratively with the non-clinical staff.
- Develop, update and implement clinical procedures) in collaboration with relevant colleagues, and in accordance with relevant standards.
- Work with the Operations Manager to ensure that First Step meets the clinical standards for accreditation and other clinical audits.
- Ensure Medicare billing is compliant with Medicare standards.
- Provide secondary consultation to colleagues.
- Participate and provide clinical oversight to First Step's clinical research and evaluation projects.
- Maintain a client load collaboration with the multi-disciplinary team.
- Represent First Step in relevant external forums.
- Convene weekly Client Review meetings and case conferences as required.

Qualifications

For the role First Step will consider a number of professional clinical qualifications:

- Clinical psychologist (or senior counselling psychologist)
- General Practitioner (with AOD experience)
- Fellow of the Australian Chapter of Addiction Medicine
- Senior AOD-focussed Nurse Practitioner

Essential experience and qualities:

- A minimum of 10 year's clinical experience working with people who use drugs or alcohol and people living with mental distress in a community setting
- A minimum of two years of management and/or clinical supervisory experience
- Extensive clinical experience in a community setting
- Strong understanding of clinical governance, change management and continuous quality improvement processes.
- Collaborative and team oriented
- Current APHRA registration
- Strong problem-solving, communication and leadership skills
- Strong understanding of non-clinical issues affecting people who use drugs and alcohol and people living with mental distress,

Desirable:

- Extensive knowledge of the Medical benefits Schedule (Medicare)
- Experience working in a multi-disciplinary team
- Experience prescribing Opiate Replacement Therapy

What we offer

- A flexible and autonomous working day within normal business hours

- Fully furnished consulting rooms including phone/internet/computers and considerable administrative and reception support
- Not-for-profit salary packaging up to \$15,900

Contact us

Please contact CEO Patrick Lawrence at patrick@firststep.org.au or 9537 3177 to express your interest in this position. We would be happy to schedule a visit to the clinic to meet the First Step senior clinical team and CEO with no obligation, which would be followed by a formal interview. You can learn more about First Step from our website: www.firststep.org.au

First Step is an independent not-for-profit organisation that provides a safe and nurturing work environment for people of all backgrounds, genders, religions, sexualities and ethnicities. Aboriginal or Torres Strait Islander people are encouraged to apply as are people who identify as LGBTQI+. People with a lived experience of mental illness or substance use are encouraged to apply and are invited to address their experience from a strength-based perspective, if they feel comfortable to do so.