

Practice Nurse Job advertisement

First Step is seeking a compassionate, skilled and motivated Practice Nurse to join our multidisciplinary clinical team. Working within our integrated primary health model, the Practice Nurse provides high-quality, trauma-informed and person-centred nursing care to people experiencing alcohol and other drug use, mental health concerns, and other complex health needs. The role combines direct clinical care, care coordination, health promotion and collaboration with a broad range of health professionals to improve health outcomes and reduce barriers to care. This is an opportunity to work in a highly regarded, innovative service that places dignity, respect and recovery at the centre of everything it does.

About First Step

First Step is a centre for integrated care – medical, mental health and substance use – with an embedded community legal service. Operating in inner Melbourne, we deliver more than 14,000 bulk-billed or otherwise funded appointments each year to over 1,600 people. Our multidisciplinary team includes doctors, psychologists, nurses, peers, psychiatrists, care coordinators, lawyers and social workers, working side-by-side to support people with co-occurring needs such as substance use, trauma and mental distress.

We help people navigate complex systems by taking on the responsibility for care coordination, building trust, promoting self-agency, and supporting stability and connection. Recognised by the Royal Commission into Victoria's Mental Health System, First Step is a leader in integrated, whole-of-life care. Services are provided free of charge, from one team, in one place.

Skills, Qualifications and Experience

Essential skills and experience

- Skilled in conducting clinical assessments and review, liaising with other health providers, and providing secondary consultation with other program staff where required
- Experience coordinating the development, implementation and ongoing review of clinical assessment and care planning
- Ability to review and respond promptly, effectively and appropriately to changes in client's health status
- Able to work closely with the multi-disciplinary team, particularly GPs and mental health practitioners, to resolve or report on patients' needs or medical issues
- Skilled in performing routine diagnostic checks (monitor pulse, blood pressure and temperature) and general nursing duties as instructed by the clinical team
- Highly skilled at monitoring and recording a patient's condition and document care provided
- Attendance and participation in case conferences and clinical review meetings;
- Administering vaccinations
- Providing pathology services
- Safe storage, documentation and administration of controlled medicines
- Controlling and managing medical stock levels

Minimum qualifications

- Tertiary qualification in Nursing
- Current registration with AHPRA as a Registered Nurse OR as an Medication-Endorsed Enrolled Nurse with no restrictions on registration to practice.

Desirable

- Prior experience working with people experiencing mental health concerns, alcohol and/or drug use and other complex health needs is highly desirable.
- Experience administering long-acting injectable buprenorphine (LAIB).

Personal attributes

- Excellent time management skills
- Maintain respect and consideration for the rights and well-being of co-workers by following policies and procedures.
- Be an integral member of a multi-disciplinary team
- Excellent communication, engagement and conflict resolution skills, with the ability to build trust and rapport across diverse family structures and cultural backgrounds.
- High level of professional integrity, ethical practice, and commitment to continuous learning.
- The ability to use initiative and work within a rapid changing environment.
- The desire to be an integral part of a team of individuals with encouragement support and direction

What we offer

This role is permanent full-time (with a six-month probationary period).

As a not-for-profit organisation, First Step offers access to generous salary packaging benefits, allowing eligible employees to package up to \$15,900 of their salary tax-free each year, plus up to \$2,650 for meals and entertainment, increasing your take-home pay.

Additional benefits include:

- Working within a highly respected multidisciplinary team.
- Regular supervision and support from the Clinical Lead.
- Access to Employee Assistance Program (EAP).
- Opportunities for professional development and training.
- Meaningful work supporting people with complex health needs.

Application process

Applications should include a cover letter that addresses the following essential skills and experience, an up-to-date resume, and two professional references.

Email your application to Joe Fisburn, Clinical Lead, at joe@firststep.org.au. Please apply as soon as possible.

Our commitment

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, ethnicities, or any other factor. Candidates identifying as LGBTQI+ as well as Aboriginal and Torres Strait Islander candidates are strongly encouraged to apply. People with a lived experience of mental illness or substance use are invited to address their experience from a strength-based perspective in their applications if they feel comfortable to do so. Note that there are designated peers at First Step and that many staff members have a lived experience of drug or alcohol use and mental distress.

We recognise that some people often hesitate to apply unless they meet every requirement, but we encourage you to apply even if you don't tick every box. If you're interested but unsure, please reach out—we'd love to hear from you.