



General Practitioners needed at First Step

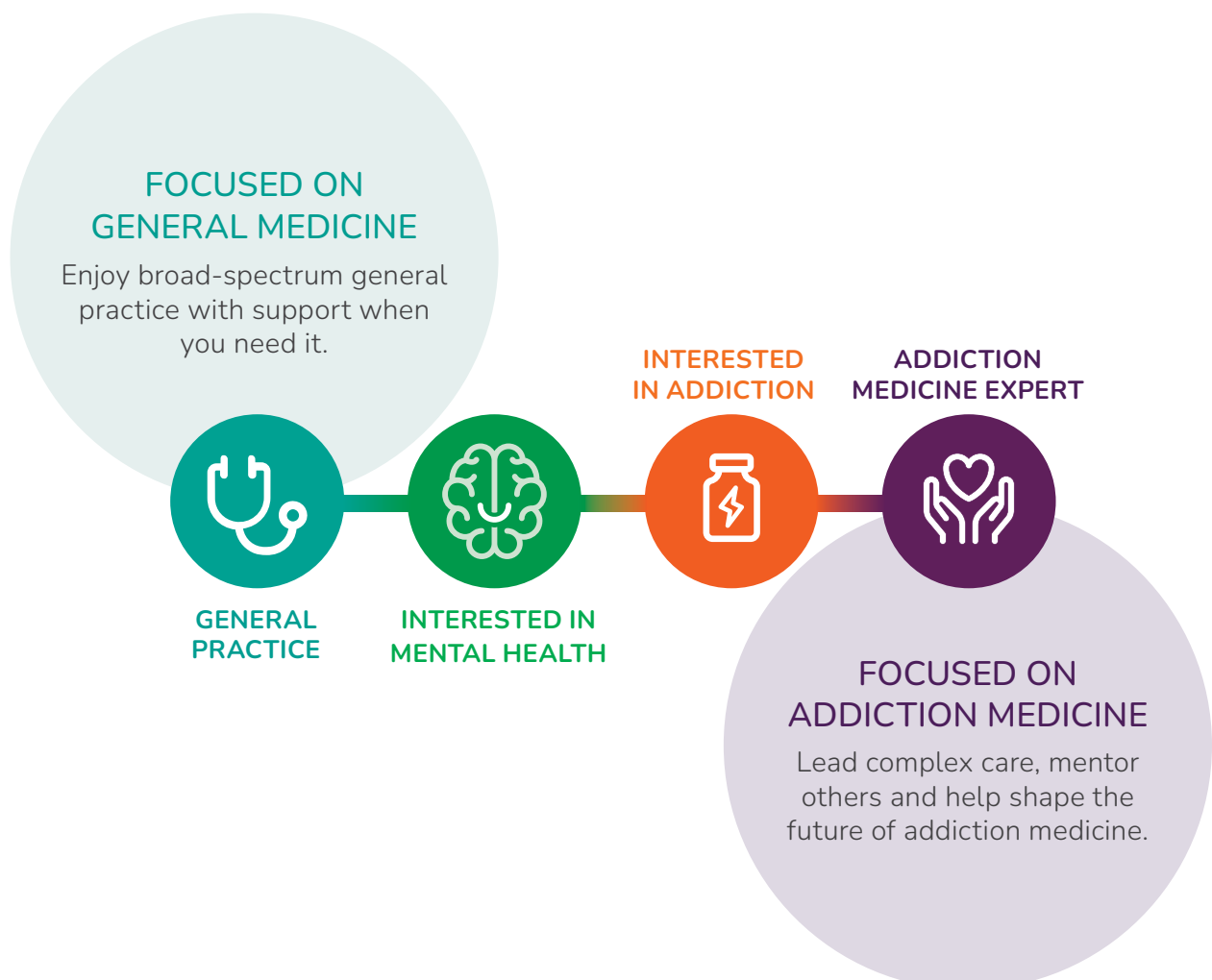
**PRACTISE MEDICINE YOUR WAY.
MAKE A GENUINE DIFFERENCE.**

FIRSTSTEP 
Substance use, mental health and legal services

At First Step, we're looking for GPs across the full spectrum of practice. Whether your passion is general medicine, caring for vulnerable communities, mental health, addiction medicine, or anything in between, you'll find a place here.

We believe great general practice is built on trusting relationships, professional autonomy, and the time and support to do your best work.

Unlike many general practice settings, this is not transactional, high-volume medicine. Our doctors build long-term relationships with patients, work alongside an experienced multidisciplinary team, and experience the professional satisfaction of seeing meaningful change over time.



ABOUT FIRST STEP

First Step is a renowned not-for-profit integrated healthcare service, bringing together general practice, mental health, addiction medicine and an embedded community legal service under one roof.

Based in St Kilda, we provide more than 14,000 free consultations each year to over 1,600 people experiencing some of life's greatest challenges. Our integrated model of care has been recognised by the Victorian Royal Commission into Mental Health and is increasingly regarded as an example of high-quality, person-centred care.

We believe everyone deserves access to excellent healthcare, regardless of their circumstances. By bulk billing all patients, we remove financial barriers and ensure those who need care most can receive it.

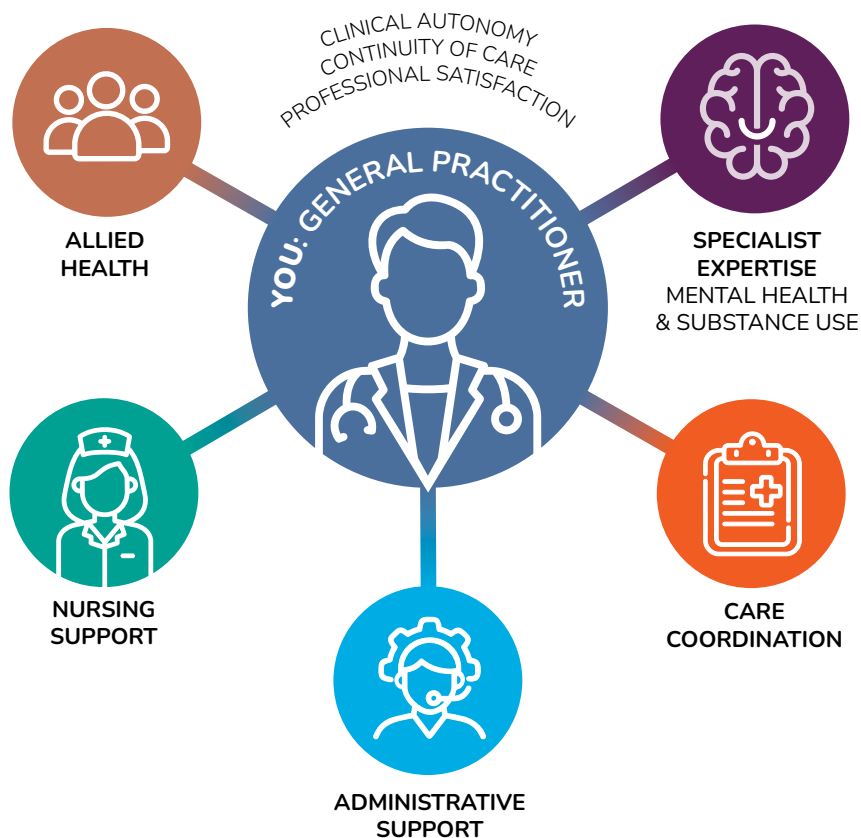


A different way to practise

Our GPs enjoy the freedom to practise according to their own clinical judgement while being supported by an experienced multidisciplinary team.

YOU'LL WORK ALONGSIDE:

- General Practitioners
- Addiction Medicine Specialists
- Registered Nurses and a Nurse Practitioner
- Psychiatrists
- Psychologists
- Mental Health Nurses
- AOD Practitioners
- Care Coordinators
- Peer Workers
- Lawyers
- Social Workers
- Family Therapists
- Financial Counsellors



Our team is highly collaborative, but not prescriptive.

We value clinical independence, encourage shared learning, and recognise that the best care comes from combining different skills and perspectives around the needs of each patient.

Administrative and nursing support allows our doctors to focus on clinical care rather than paperwork. We also understand the importance of flexibility and work with our GPs to create sustainable, satisfying careers.

Whether you're an experienced GP, developing an interest in addiction medicine or mental health, or simply looking for a practice where you can spend more time with patients and work as part of an exceptional team, we'd love to hear from you.

First Step offers an opportunity to practise medicine that is intellectually stimulating, professionally rewarding, and genuinely aligned with the values that bring most people into general practice in the first place.

WHAT WE OFFER

- Flexible employment from 1 to 5 days per week.
- Choice of salaried, contractor or blended remuneration arrangements.
- Opportunity for remuneration linked to billings.
- As a not-for-profit organisation, First Step offers up to \$15,900 per FBT year in general salary packaging benefits, tax free, plus up to \$2,650 in meal and entertainment allowance.
- Continuity of care and long-term patient relationships.
- Opportunities to contribute to innovation in integrated care.
- The satisfaction of improving access to healthcare for people who would otherwise struggle to receive it.

For a confidential discussion, please contact
Gayle Wood, Chief Operating Officer:
gayle@firststep.org.au or call (03) 9537 3177

hope
HERE.
ALWAYS.



The First Step Program Ltd.

18 Mitford Street St Kilda VIC 3182

Phone: 03 9537 3177 Email: info@firststep.org.au

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We acknowledge the Traditional Owners of the land on which we work, the Yalukit Willam clan of the Boon Wurrung people and pay our respects to their elders both past and present. We acknowledge and uphold their continuing relationship to this land.

First Step are committed to equity irrespective of cultural or linguistic background, sexual orientation, gender identity (LGBTIQ+), intersex status, religion or spiritual beliefs, socio-economic status, age, or abilities.