

POSITION DESCRIPTION

Position Title:	InRoads Nurse Practitioner/Paramedic Practitioner
Award:	Dependent upon qualifications
Classification:	Dependent on qualifications and experience
Site:	This position is based at the BCHS Central site, with service delivery primarily undertaken through outreach and community-based settings, including locations such as Goldfields Library.
Hours per fortnight:	22.8 hours per fortnight (0.3 FTE)
Tenure:	Fixed term to 30 June 2028
Position description developed:	June 2026
Responsible to:	Senior Leader InRoads Program/Exec Community Partnerships and Integration.

ABOUT BENDIGO COMMUNITY HEALTH SERVICES (BCHS)

BCHS is located across five sites in the City of Greater Bendigo, Central Victoria. BCHS has a proud 50-year history and provides more than 50 services across medical and allied health, family services, drug and alcohol, mental health, settlement services, health promotion and more, with a focus on vulnerable people and communities.

The organisation has more than 280 staff supporting people of all ages and stages of life to access quality, person-centred care. We foster a values-aligned, positive and thriving culture where staff feel safe and supported. Staff have clarity of roles and work in an environment of accountability. The success of BCHS is dependent on our staff who provide a high level of professionalism and dedication.

VISION

Better health and wellbeing across generations.

PURPOSE

Supporting you and your family to live healthy lives.

VALUES

Lived and Living Experience: We listen to understand. We value our communities, their backstories, lived and living experiences and cultures and learn from them to tailor our services.

Equity: We provide equitable and inclusive health and wellbeing services, ensuring they are culturally responsive and accessible.

People: We maintain a skilled, engaged and professional workforce, including people with lived experience, and enable a culture of continuous learning.

Partnership: We understand trust and partnerships are key to achieving our purpose. We listen and learn - and share our knowledge and expertise in collaboration and co-design with our community, ensuring we are providing local solutions to community need.

Integrity: We uphold the values of the Universal Declaration of Human Rights and approach all we do with kindness and respect. We are ethical in all we do.

TEAM

The InRoads team supports people experiencing homelessness, housing insecurity and complex health, mental health and social needs to access coordinated, relational and person-centred support. The team works across BCHS programs and with external partners to reduce barriers to healthcare, strengthen care coordination, and improve outcomes for community members who are often excluded from mainstream service systems.

InRoads model of care is grounded in an understanding of the social determinants of health, including housing, income, safety, discrimination, trauma, service exclusion and access to appropriate healthcare. The team contributes to trauma-competent service and program delivery by building trust, supporting flexible engagement, strengthening referral pathways, and working in ways that recognise the impact of trauma on health, behaviour and service access.

InRoads contributes to broader systems change by building sector capability, strengthening partnerships, improving referral pathways, supporting workforce development, and using program data and practice insights to inform service improvement, advocacy, funding and planning.

TEAM ROLE

The InRoads clinician is a key clinical role within the multidisciplinary InRoads team. Working alongside InRoads Community Connectors, the clinician provides clinical expertise to support people who may have experienced systemic exclusion from mainstream health and support services.

The role contributes to warm engagement, clinical assessment, brief intervention, health education, harm reduction, care coordination, supported referrals, de-escalation support, secondary consultation and integrated practice across BCHS and partner organisations.

POSITION ROLE

The InRoads clinician provides comprehensive, evidence-based advanced clinical practice within the InRoads program. This includes physical examination, diagnostic assessment, prescribing, procedural care, treatment, referral and care coordination within scope of practice.

The position supports people experiencing complex health needs, mental health concerns, substance use, trauma, disability and service access barriers. The role applies a trauma-competent, culturally safe, person-centred and harm-reduction informed approach, recognising the impact of poverty, trauma, discrimination, service exclusion and other social determinants of health.

The InRoads clinician works collaboratively with BCHS colleagues, Community Connectors, the Clinical Operations Manager, GPs, nurses, allied health clinicians, mental health clinicians, homelessness services, libraries, local government and community partners to support coordinated, flexible and well-organised care.

Provides clinical leadership, contributes to clinical governance and service quality, and acts as a clinical resource for BCHS staff, partner agencies and the broader InRoads program.

POSITION RESPONSIBILITIES

The responsibilities of the position include:

- Conduct comprehensive health and wellbeing assessments, including assessment of physical health, mental health, substance use, trauma, disability, psychosocial needs, service access barriers and immediate or longer-term health risks.
- Provide advanced clinical assessment, diagnosis, treatment, prescribing, procedural care, brief intervention, referral and care coordination within professional scope of practice.
- Develop practical, individualised care and support plans in collaboration with clients, InRoads staff, BCHS services and external providers.
- Support access to primary care, mental health, alcohol and other drug services, housing, legal, community, family violence, disability and other relevant supports through warm referrals, appointment support, follow-up and advocacy.
- Provide health education and harm reduction advice relevant to client need, including safer substance use, overdose prevention, blood-borne virus prevention, sexual health, medication safety, chronic disease management, wound care, infection prevention and access to primary healthcare.
- Provide clinical support in community and public settings, including Bendigo Library and surrounding service environments, to support early intervention, de-escalation, and health-informed assessment.
- Work collaboratively with internal BCHS programs and external partners to support multidisciplinary care planning, case discussion, secondary consultation and shared care arrangements.
- Provide secondary consultation, clinical guidance and mentoring to BCHS staff, library staff and partner agencies in relation to complex health, mental health, substance use, trauma, homelessness and service access issues.
- Contribute to training, reflective practice, case review and workforce capability-building activities that strengthen trauma-competent, person-centred and harm-reduction informed service responses.
- Participate in multidisciplinary meetings, partnership discussions, governance activities and sector collaboration relevant to the InRoads program.
- Identify service gaps, access barriers and opportunities to improve pathways for people with complex health and social support needs.
- Maintain accurate, timely and appropriate clinical documentation in accordance with BCHS policies, InRoads reporting requirements, professional standards and legislative obligations.
- Contribute to program data collection, activity logging, outcome monitoring, evaluation, reporting and continuous quality improvement activities.

- Work within BCHS policies, clinical governance frameworks, privacy and consent requirements, mandatory reporting obligations, professional standards and relevant legislation.
- Maintain professional registration, continuing professional development and required clinical competencies.
- Actively participate in supervision, reflective practice, clinical review, risk management and professional development activities.
- Undertake other duties within the scope of the role as directed.

KEY SELECTION CRITERIA

Essential

1. A Registered Nurse Practitioner or Paramedic Practitioner with current registration with the Australian Health Practitioner Regulation Agency, including endorsement as a Nurse Practitioner.
2. Evidence of advanced clinical knowledge and clinical skills in dual diagnosis, AOD, mental health, psychosocial and complex care clinical practice.
3. Experience with trauma-informed/competent care and harm reduction approaches.
4. Strong communication and interpersonal skills to engage diverse stakeholders.
5. Experience in health promotion, education, or outreach work.
6. Proven ability to practice collaboratively within a multidisciplinary team.
7. Demonstrated highly developed written and verbal communication skills and proven interpersonal and problem-solving skills.
8. Highly developed time management and organisational skills.
9. A current employee Working with Children Check and Driver's Licence.
10. The successful applicant will also be required to undertake and complete a Satisfactory National Police Check.

Desirable

1. A current Nurse Practitioner or Paramedic Practitioner with a Primary Care Prescribing Notation under the Drugs, Poisons and Controlled Substances Act, Department of Health, Victoria.
2. Demonstrated leadership role and/or function in respect to advanced clinical practice nursing.

PROBATIONARY PERIOD

Employment with BCHS is conditional on satisfactorily completing a probationary period of six (6) months from date of commencement. During this period your performance will be reviewed with your manager and, assuming this is mutually satisfactory, your employment will be confirmed at the end of this period.

STAFF REVIEW & DEVELOPMENT (SRD)

Each BCHS staff member is required to participate in the annual SRD process. The SRD will be based on the position role and responsibilities and key selection criteria in addition to the relevant team plans and the following performance indicators.

Position Performance:

Demonstrate achievement of negotiated performance indicators specific to your position.

- Provide service delivery to at least the minimum level required by the funder.
- Demonstrate positive outcomes for consumers through your intervention.
- Show evidence of an integrated service delivery approach.
- Participate in supervision and professional development as negotiated with line manager.
- Knowledge and compliance with the BCHS privacy and confidentiality procedures.

Communication and Teamwork:

High level communication and interpersonal engagement that contributes to productive and collegial relationships between staff and with consumers.

- Display your capacity for self-awareness through reflection, planning and communication.
- Show evidence of your ability to work co-operatively within a team to achieve team goals.
- Establish and develop as key functions of relationship management, regular and professional communication with all your relevant colleagues.
- Demonstrate alignment and integration of practice according to BCHS' vision, values, and strategic directions.

Self-Management:

Demonstrated experience and understanding of the need for ongoing personal and professional development that contribute to self-satisfaction and professional growth.

- Continually develop personally and professionally to meet the changing needs of your position, career and industry.
- Demonstrate behaviours that lead you to achieving your goals.
- Demonstrate understanding and behaviour to reflect BCHS' values.

Administration and Documentation:

Through the use of the BCHS processes ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner.

- Show evidence that the administrative tasks of your position are completed in an orderly, timely and accessible manner.
- Demonstrate that your documentation is completed in an accurate, legally and ethically compliant standard, and is produced to an appropriate professional standard.

Learning:

Demonstrated knowledge and application of the capabilities required for this position including knowledge and understanding of appropriate equipment, legislation, policies and procedures.

- Show evidence of knowledge and understanding of BCHS Strategic Directions and the ability to link key strategic directions to individual and teamwork plans and individual self-development.
- Demonstrate initiative and enterprise skills that contribute to innovative outcomes.
- Display an appropriate level of awareness of the implications for BCHS of decisions and situations that involve you and others.

DIVERSITY AND CULTURE

BCHS treats all people with respect; values diverse perspectives; provides diversity training opportunities; and provides a supportive work environment. BCHS is committed to employing people from diverse backgrounds and providing a workplace free from discrimination and harassment.

CHILD SAFETY

BCHS values children from all backgrounds and is committed to making our community a safe, nurturing and welcoming place for children to grow and develop. We are committed to making sure **all** children reach their individual potential.

OTHER ESSENTIAL REQUIREMENTS

Staff will:

- Complete all required probity checks **before** employment is confirmed.
- Provide vaccination information that meets the requirements for healthcare workers.
- Present a copy of original professional qualifications document or registration (if required).
- Receive and comply with BCHS' policies and procedures including the Code of Conduct.
- Actively contribute to continuous quality and service delivery improvement through the organisation.
- Be proactive in risk identification, notification and management.

BCHS believes that *“Quality is everyone’s business, safety is my responsibility”*

Co-operate with and contribute to BCHS Occupational Health & Safety procedures and participate in appropriate safety information and education activities as required.

OTHER INFORMATION

- Salary packaging would be available to the successful applicant.
- BCHS' Employee Assistance Program is available to employees and immediate family.
- BCHS is an equal opportunity employer.
- All BCHS sites are smoke and vape free workplaces.
- BCHS has a commitment to environmental sustainability.
- Fitness Passport