

Position Description Residential Withdrawal Nurse (RN)– Hope Centre POSTC4097 ISO9001 Approved by Shannon Bell Next Revision: 30/06/2026	Location:	Bairnsdale
	Traditional Landowners:	Gunaikurnai People
	Classification:	NUR – RN LVL 3
	Reports To:	Program Manager Hope Centre
	Direct Reports:	Nil

Odyssey Victoria (OV) is a place of hope and positive change for individuals working towards breaking their pattern of addiction. At OV we believe that every person should have the opportunity to change and grow. Our diverse teams work with individuals, families and communities to reduce drug use, improve mental health and reconnect people to their family and the community. The Odyssey name reflects the courageous journey of self-discovery and change that our clients undertake.

Position objective

The Hope Centre is located in Lucknow and is one of three residential rehabilitation facilities operated by Odyssey Victoria. Using a therapeutic community model, the program offers a holistic treatment experience for those seeking recovery from problematic drug or alcohol use. To enhance individual motivation for change, the Therapeutic Community combines meaningful work and recreational activities, with therapeutic group work and skills development, in a physically and psychologically safe environment.

The Hope Centre program has 45 beds for people participating in the residential rehabilitation program and 3 beds where people can withdraw from alcohol and other drugs (AOD) in a supervised and supportive environment. The nurse roles work within a multi-disciplinary team and have responsibility for the medical and psychiatric needs of residents participating in the residential rehabilitation program and for the monitoring and management of a client's withdrawal process.

The nurse liaises with medical staff (GPs or hospital staff) and other clinical staff (e.g., mental health clinicians) to ensure the safe and effective management of withdrawal and co-occurring physical and mental health conditions are effectively managed. The nurse also works closely with the

broader team (e.g. Admissions, rehab team) to provide pre-admission, discharge planning and streamlined care for the client.

The nurse role has responsibility for the coordination of the medical office, ensuring the provision of nursing assessment, treatment and withdrawal care to residents. The key purpose of the position is to ensure that best practice clinical and health care processes are applied in the treatment of substance use. Registered Nurses also provide clinical supervision and support of the Enrolled Nurses by ensuring they are working within their scope of practice and fulfilling their APHRA registration requirements including clinical supervision and professional development.

Role responsibilities

The nurses are primarily responsible for the monitoring and management of client's undergoing withdrawal from substances and the coordination of the operations of the medical office. The role undertakes responsibility for the following varied activities:

Clinical

- Assist in the delivery of high standard nursing assessment, pre-admission assessment and effective and safe treatment.
- Provide effective and safe withdrawal from substances that are within Clinical Guidelines and organisational Policies and procedures.
- Provide a high standard of nursing care including, but not limited to: medication management, nursing assessments, vital signs, clinical observations, completion of withdrawal scales, urine drug screens, pathology collection, wound care.
- Provide high quality nursing services that uphold the Nursing Standards of Practice, Scope of Practice and Ethics.
- Provide support and reassurance to residents; assessing, triaging and responding to resident treatment needs.
- Confidently work with physical health and mental health co-morbidities and conditions.
- Ensure Drugs of Dependence storage, processes and administration are as to Victorian Regulations and Registered Nursing Standards and scope of practice.
- Provide effective handover and communication to other nursing staff and members of the multidisciplinary team.
- Maintain medical stocks including all first aid kits used at the facility and offsite in vehicles and outings.
- Ensure adherence to universal infection control procedures and providing education where necessary.

- Provide and/or participate in residents assessment, admission, treatment planning, delivery of effective treatment and program exit planning.
- Support residents to increase their health literacy and to advocate for their needs.
- Provide relevant education and resources to residents and staff on a range of health topics, e.g., Hepatitis C, Diabetes, sexually transmitted diseases.
- Participate in clinical team meetings and communicating/liasing between clinical and medical staff regarding resident holistic health needs and treatment,
- Facilitate the commencement, stabilisation or reduction/withdrawal of Opiate Replacement Therapies, Nicotine Replacement Therapies and medications to assist with the management of alcohol cravings.
- Provide harm reduction interventions and education (e.g. safer substance use practices, provision of intra nasal Naloxone, training etc).
- Provide a number of evidence-based interventions such as psycho education, motivational interviewing, mindfulness, relapse prevention etc.
- Facilitate health-related groups
- Conduct comprehensive risk assessment, crisis intervention and facilitate appropriate referrals as needed for residents with co - occurring, AOD and mental health conditions and those considered at serious or imminent risk of harm to self or others.
- Work collaboratively with other service providers, promoting coordinated and streamlined care.
- Provide family inclusive practice interventions when indicated, ensuring the client voice is at the forefront of communication and interventions.
- Role model healthy behaviours, the organisation's values and work within organisational Policies, procedures and clinical guidelines.
- Provide supervision and support to Enrolled Nurses ensuring they work within their scope of practice.
- Accurately record information and data and competently use software platforms.
- Represent the organisation as required, providing accurate information about the Hope Centre and other Odyssey Victoria services.
- Participate in clinical supervision, professional development, community of practice and other related reflective practice and practice enhancement activities.

- Actively use and promote the Business Management System (BMS) and ISO Quality assurance standards and practices in day-to-day work activity.
- Model appropriate workplace health and safety practices to staff and residents and contribute to the development of a safe working environment.
- Work to rostered shifts and where required, participate in an on-call roster with other senior staff including the possibility of recall facility.

General

- Actively promote and adhere to the OHV Child Safety policy and procedures to assist OHV to maintain a child safe organisation and support colleagues to engage in child safe practices.
- Demonstrate ability to understand and apply inclusive practice when working with people from diverse communities, such as cultures, genders, sexualities, bodies, abilities, spiritualities, ages and backgrounds.
- Demonstrate understanding of the importance and application of intersectionality when working with people from all cultures, genders, sexualities, bodies, abilities, spiritualities, ages and backgrounds.

Residential Services Expectations

All Residential Services staff are expected to:

- Model behaviours and attitudes in keeping with the objectives of the Program and at all times act in accordance with the staff *Code of Ethics & General Conduct* and resident *Bill of Rights*.
- Adhere to professional and agency ethics and boundaries.
- Foster the Therapeutic Community process of mutual self-help recovery for our residents, at all times using the social environment to maximise peer influences by encouraging transmission of residential community teachings rather than directly instructing and delivering such communications in the manner or style that reflects the rational purpose of helping.
- Work in an open, honest and reflective style, participating as members of the staff group.
- Be responsive and flexible to the needs of residents, including participating in out-of-hours duties as required, unscheduled meetings, events and other tasks.
- Participate in and commit to ongoing professional development through participation in in-house training programs and external activities as appropriate.
- Share information about the work of the Program with visitors, interest groups, statutory bodies, and professional associations as part of OHV's commitment to informing others of our work.

Key Selection Criteria

1. Unconditional registration (current) with APHRA (Australian Health Practitioner Regulation Agency) as a Registered Nurse.
2. Highly developed clinical nursing skills including: comprehensive assessment, crisis intervention, withdrawal management, therapeutic communication, problem solving, conflict resolution, decision making, goal setting, case planning, development, monitoring and evaluation.
3. Experience working within a withdrawal setting or with people undergoing withdrawal from substances.
4. Demonstrated ability to engage residents and develop a positive rapport and therapeutic relationship.
5. An ability to work as part of a multi-disciplinary team, open to giving and receiving feedback about self, and the capacity to recognise and resolve interpersonal conflict.
6. Experience in working with and supporting Enrolled Nurses and student nurses.
7. Ability to meet deadlines, balance competing demands and to priorities work effectively. Capacity to continuously review and make responsive changes where needed to ensure a high standard of service delivery. Ability to meet requirements of funding sources and provide data as necessary.
8. Demonstrated ability to manage relationships with a variety of internal and external stakeholders. Highly developed judgement, decision-making, conflict resolution, representation and analytical skills. Excellent interpersonal and communication skills. Demonstrated experience in preparing and presenting reports, briefings, and correspondence.

Essential Requirements

- Unconditional registration (current) with APHRA (Australian Health Practitioner Regulation Agency) as a Registered Nurse.
- AOD competencies for Health Professionals, or a commitment to obtain the competencies within 12 months of employment *(Refer Appendix A)
- Satisfactory outcome of a confidential Police Check and Working with Children Check. OHV is committed to child safety and is a Child Safe organisation.
- Empathy for those whose lives have been affected by problematic alcohol and other drug use/ and or mental health disorders.
- Ability to perform shift work as rostered.
- Possession of a current Victorian Driver's License
- Information technology skills, including proficiency in Microsoft Office suite.
- Eligibility to work in Australia.
- Current First Aid Certificate and CPR.

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- Preparedness to travel within the catchment to meet the requirements of the job and to work out of various partnership locations.

Desirable Requirements

- Demonstrated experience of working effectively and compassionately with people who have AOD issues.
- Demonstrated experience of monitoring and managing people experiencing withdrawal from a variety of substances.
- Experience working within a residential rehabilitation services.
- Completion of nurse supervision training
- Current knowledge of OH&S practices.
- Familiarity in working within a health and/or community organisation.

***Appendix A AOD Competencies**

OHV requires people in clinical positions to have the following competencies (or their equivalent). Where people do not already have these competencies OHV will invest in the person's professional development by providing them through its RTO.

The competencies required in the first 12 months of employment are:

- CHCAOD001 - Work in an alcohol and other drugs context
- CHCAOD004 - Assess needs of clients with alcohol and other drugs issues
- CHCAOD006 - Provide interventions for people with alcohol and other drugs issues
- CHCAOD009 - Develop and review individual alcohol and other drugs treatment plans

Our Reconciliation Action Commitment

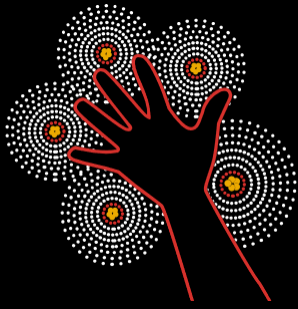
Odyssey Victoria's commitment to reconciliation with Australia's first nation peoples, means that we prioritise a workplace that welcomes, supports, and employs Aboriginal and Torres Strait Islander peoples, and we value their unique contribution to our organisation.

We will act in ways that promote reconciliation between our Aboriginal clients and our staff, and to contribute to the healing that is needed. We will assist with, and prioritise, Aboriginal and Torres Strait Islander job applications and treatment referrals. We commit to celebrating local and national dates of significance, and we will Acknowledge Country when we meet together. We will respect the histories and cultures of Aboriginal and Torres Strait Islander peoples and acknowledge their unique status as the traditional custodians of this land and its waters.

Our Diversity Commitment

At Odyssey Victoria, we value diversity and believe that employing people with a range of backgrounds and abilities brings a variety of ideas, perspectives and experiences that will enhance the relevance, safety, and effectiveness our services.

We will promote a workplace that actively seeks to encourage people with disabilities, LGBTQIA+ people, young people, older Australians, and people from diverse cultural, linguistic and faith backgrounds to apply for employment with us. We are committed to ensuring that a diverse range of people are welcomed, valued, and supported in their roles.



Our values

We promote hope for change and expectation to reach one's full potential. We encourage perseverance and innovation to make a real difference in people's lives. We uphold the pillars of Respect, Concern, Honesty, Trust and Love. Our values are promoted among the residents, staff and clients of Odyssey Victoria.

This artwork, inspired by Chris Thorne, represents counting the pillars on one hand.

Our values

There are five values that are upheld by the residents and staff at Odyssey House Victoria. This artwork, inspired by Chris Thorne, represents counting these values on one hand. They are Respect, Concern, Honesty, Trust and Love.