

AOD Mental health community worker – Wyndham site (5 month)

position number	iChris
status	Part Time, Fixed term (TP)
FTE	.8 FTE
network	Services
agreement	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022
classification	Level 4
reports to	Program Facilitator Wyndham

about us	cohealth is a not-for-profit community health organisation. We provide health and support services in Melbourne's CBD, northern and western suburbs, and on the East Coast of Tasmania. Our work is guided by our Strategy 2025–2035, a bold pathway toward our vision of healthy communities, healthy people.
what we do	We partner with communities to improve health and wellbeing and address health and social inequality. Our aspiration is for healthier communities where everyone – regardless of background or geography – can access quality care and experience better health and social outcomes.
our organisation	cohealth is driven by a 10-year strategy shaped by over 900 coworkers, clients, community members, and partners. We aim to be the exemplar of place-based, integrated, person-centred care that empowers individuals and communities across Australia. To achieve this, we are focused on three strategic objectives: • Demonstrating the value of the cohealth model • Enhancing the sustainability and resilience of our organisation • Scaling our impact Our work is underpinned by five key enablers: people and culture, community connection, partnerships, ways of working, and infrastructure.

our people	People who work at cohealth are passionate about social justice and committed to delivering high quality health care and promoting and protecting human rights.
diversity and inclusion	We want people of all ages, gender identities, sexualities, cultural backgrounds, and abilities to feel safe to bring their whole selves to cohealth. We are a Rainbow Tick Accredited organisation with over 20% of our staff from the LGBTQIA+ community. To find out more about us click here

Services network overview

Our vision is for healthy communities and healthy people. We do this by providing care for individuals, community, and society, improving the health and wellbeing of the communities we serve, and addressing inequality in society.

We champion universal health care and human rights and strive for health and social equity. This is what we mean when we say care for all. Care for all is achieved when all people have access to the full range of health services they need, when and where they need them, and without financial hardship.

cohealth's services network delivers strong, people-centred primary and community health care that prioritises individuals and communities experiencing inequality. Our services focus not only on preventing and treating disease and illness, but also on helping to improve wellbeing and quality of life.

position overview and purpose

The AOD Mental Health Worker provides evidence-based, trauma-informed and harm-reduction focused support to people experiencing challenges related to alcohol and other drug use. The role involves assessment, brief interventions, service navigation, care coordination, group work, capacity building and community engagement.

AOD Mental Health Workers collaborate with participants, families/carers, clinical services, GPs, housing, justice, and AOD treatment providers to support recovery, reduce harm, promote safety, and increase access to culturally safe, person-led care.

The role may include outreach, centre-based, and telehealth.

The Royal Commission into Victoria's Mental Health System recommended the creation of Mental Health & Wellbeing Locals to provide an early intervention, community-led alternative to crisis and hospital-based care.

The Mental Health & Wellbeing Local—serving Brimbank, Maribyrnong and Wyndham—provides:

- free, accessible, walk-in care
- no referral or Medicare card required
- multidisciplinary support
- trauma-informed and culturally safe practice
- care that is co-designed with consumers, carers, families and local communities
- a flexible model including outreach, telehealth, group work and community engagement

The Wyndham Local site offers a community-based setting where people can access support early, navigate complex systems and receive coordinated care close to home.

key accountabilities

client support & harm reduction	• Provide safe-using information, overdose prevention (including naloxone education), and practical harm-minimisation strategies. • Offer brief interventions using motivational interviewing and strengths-based approaches • Support people to set their own goals regarding substance use, mental health, safety and wellbeing • Deliver safer-use education for substances including alcohol, cannabis, methamphetamines, opioids, prescription medication, and emerging drugs • Assist individuals to understand withdrawal risks and appropriate pathways to detox or clinical management
assessment & care planning	• Conduct AOD assessments (e.g., ASSIST, readiness for change) • Identify risks, strengths, protective factors and support needs • Co-develop individualised care plans aligned with client-led goals • Complete risk and safety assessments in accordance with organisational policy • Support relapse-prevention planning
care coordination & navigation	• Assist people to navigate AOD, mental health, and social support systems • Coordinate referrals to detox, residential rehabilitation, Public Intoxication response, counselling, peer support programs, and social services • Maintain strong links with Area Mental Health Services, GPs, hospitals and crisis services • Ensure warm transfers, advocacy, and follow-up • Collaborate with families and carers when appropriate and consented
group work & community engagement	• Develop and facilitate AOD psychoeducation, harm reduction or relapse-prevention groups • Participate in community events, partnerships, and outreach activities • Engage with local cultural, community and youth services to strengthen pathways
culture and teamwork	• Champion cohealth's culture to promote teamwork, employee development and empowerment to foster a culture of high performance and a workforce which demonstrates behaviours consistent with cohealth's values
quality and continuous improvement	• Contribute to the principles of continuous improvement as contained in cohealth's quality system and ensure compliance with cohealth policies/procedures • Contribute to the implementation and improvement of the quality systems within cohealth, the Services Network, and ensure compliance with documented procedures and processes
health & safety compliance	• Provide and maintain a working environment that, as far as reasonably practicable, is safe and without risks to the health, safety and wellbeing of all employees, contractors, volunteers • Maintain awareness of and compliance with health and safety policies and procedures to maintain a safe working environment

- Take corrective action to remedy safety hazards or risks and restore a safe working environment

position requirements

- Certificate IV in Alcohol & Other Drugs; Certificate IV in Mental Health; Diploma/Degree in Social Work, Psychology, Counselling, Community Services, Nursing (or related field) or a combination of lived experience, relevant training, and sector experience considered equivalent
- Working with Children's Check (WWCC)
- Nationally Coordinated Criminal History Check (NCCHC)
- Victorian Driver's License
- Immunisation Category C to be produced for sighting upon request
- Naloxone training (or willingness to obtain)

key selection criteria

Essential

- Certificate IV in Alcohol & Other Drugs; Certificate IV in Mental Health; Diploma/Degree in Social Work, Psychology, Counselling, Community Services, Nursing (or related field) or a combination of lived experience, relevant training, and sector experience considered equivalent
- Understanding of alcohol and other drug use from harm-reduction, recovery, and trauma-informed perspectives
- Ability to build strong rapport with people experiencing complexity or distress
- Skills in motivational interviewing, brief therapeutic interventions, recovery coaching and strengths-based practice

Key Capabilities

- Commitment to cultural safety, inclusion, and working respectfully with people from diverse backgrounds
- Ability to manage risk, escalate concerns, and maintain boundaries
- Strong documentation and organisational skills
- Ability to work independently and as part of multidisciplinary teams

Desirable

- Lived experience of AOD use, recovery, or caring
- Experience in community health, mental health, homelessness, or forensic settings
- Knowledge of Victorian AOD treatment system and referral pathways
- Ability to facilitate groups or deliver community education
- Experience working with interpreters and culturally diverse communities

cohealth is a child safe and equal opportunity employer that offers generous salary packaging and opportunity to undertake professional training and development



opportunities. Aboriginal and Torres Strait Islander people, and those who speak languages other than English are encouraged to apply.

document No:	
owner:	Mental Health and Wellbeing Local lead
review date:	
approved by:	Director Mental Health and Homelessness