

**Alcohol and Other Drugs (AOD) Team**  
***AOD Development Lead***  
76 hours per fortnight (1.0 FTE)  
Fixed Term- 12 months

**Shape the Future of AOD Services!**

Are you ready to make your mark on the next generation of AOD professionals? Bendigo Community Health Services is searching for a dynamic and passionate AOD Development Lead to lead our innovative traineeship program and intake, assessment and care coordination team.

*The Opportunity*

This isn't just a job—it's a chance to transform lives. By mentoring, supervising, and developing our AOD trainees and practitioners, you'll not only shape their professional journeys but amplify the positive impact on countless clients in our community.

As our AOD Development Lead, you'll:

- Lead and mentor four AOD trainees and the AOD practitioners who work across assessment, intake, peer support, and complex care coordination
- Create engaging learning experiences that bridge theory and real-world practice
- Design and deliver innovative training that inspires excellence in service delivery
- Foster a learning environment grounded in trauma-informed practice, harm reduction, and dual diagnosis approaches

*Is This You?*

You might be an educator craving a return to frontline service delivery, or an experienced AOD professional ready to share your wealth of knowledge with eager minds. Either way, you're a natural leader with:

- Strong AOD sector experience and relevant qualifications
- Training and assessment expertise
- A talent for mentoring and developing others
- Passion for best-practice approaches in psychosocial support
- The ability to inspire others through your leadership

This role offers the perfect blend of practice leadership and educational innovation. You'll work alongside a supportive multidisciplinary team while making a meaningful contribution to the future of our sector.

Ready to inspire the next wave of AOD professionals? If you're passionate about growing people and transforming lives, we want to hear from you!

**About Bendigo Community Health Services**

BCHS has cared for the health and wellbeing of the Bendigo community for 50 years. We employ more than 280 people across a broad range of services.

The success of BCHS starts with our staff, who have a high level of professionalism and dedication, allowing us to deliver quality services for the community, with a particular focus on vulnerable people.

Added benefits of working with BCHS include:

- Salary packaging
- Purchasing leave
- Study assistance
- Training programs
- Novated leasing

**To successfully apply for this position, you will need:**

### **Key Selection Criteria**

#### Essential

1. Tertiary qualification in AOD, Health Sciences, or related discipline with extensive psychosocial AOD service delivery experience, plus Certificate IV in Training and Assessment (TAE40116) or equivalent qualification/experience.
2. Previous experience in leading and managing teams, with demonstrated skills in staff supervision and professional development.
3. Demonstrated experience providing supervision and mentoring to early career practitioners, with strong understanding of competency-based training principles and adult learning methodologies.
4. Proven ability to develop and implement structured learning programs that integrate theory with practical service delivery, particularly in coordinating trainee placements or workforce development initiatives.
5. Current knowledge of evidence-based AOD treatment approaches including trauma-informed practice, harm reduction principles, and dual diagnosis frameworks.
6. Strong stakeholder engagement and relationship management skills across health and education sectors.
7. Current Working with Children Check and Driver's License.
8. The successful applicant will also be required to undertake and complete a Satisfactory National Police Check.

For further information about the position contact Lisa Walklate on 0484 254 096.

To view the position description please go to <https://www.bchs.com.au/careers/current-jobs>

Applications addressing the **Key Selection Criteria** should be emailed to [recruitment@bchs.com.au](mailto:recruitment@bchs.com.au) by 10pm Monday 31 March.

*Bendigo Community Health Services encourages applications from individuals of all backgrounds and abilities.*

*Applications will be acknowledged upon receipt. Applicants are requested to contact People and Culture on telephone 5406 1227 if an automatic acknowledgement has not been received.*