



Njernda Aboriginal Corporation

NJERNDABORIGINAAL CORPORATION

POSITION DESCRIPTION

Dual Diagnosis Clinician

PURPOSE OF THE ROLE


Co-occurring mental health and alcohol and other drug problems, also known as "dual diagnosis", covers a broad spectrum of mental health and alcohol and other drug problems that a person experiences concurrently. The purpose of the position is to assist in facilitating the individual’s substance use and mental health conditions simultaneously. This is achieved by ensuring the delivery of innovative and integrated approaches to care. This program will bring together mental health, suicide and prevention, and other alcohol and other drug services to improve social and emotional wellbeing for Aboriginal and Torres Strait Islander people. A case manager will work with dual diagnosis clients in an intensive, integrated model ensuring family and community are part of the care team. Support will be provided for a client to be engaged with necessary clinical and/or wrap-around services in the community, ensuring that the work of multiple caregivers is coordinated.





Position Details	
Position Title:	Dual Diagnosis Clinician
Location / Department / Division:	Youth and Wellbeing
Reports to:	Youth and Wellbeing Manager
Positions reporting to this role:	NIL
Hours:	37.5 Hours – Full Time
Budget / Funding:	402004
Award and Pay Grade / Level:	Award: SCHADS Award Level / Grade:
Pay Point classification (if applicable)	Pay point:
Position Description last reviewed:	May 4, 2026

Key Accountabilities
<ul style="list-style-type: none"> • Provide culturally appropriate assessment, care planning, and case management for clients with dual diagnosis (mental health and AOD). • Deliver evidence-based interventions aligned with best practice models of care. • Support clients to access and navigate health, social, and community services. • Facilitate early intervention and prevention strategies to improve health and wellbeing outcomes. • Work collaboratively with multidisciplinary teams, including health professionals, community services, and external stakeholders. • Promote integrated service delivery to reduce fragmentation within the primary care system. • Contribute to coordinated referral pathways and continuity of care. • Ensure all services are culturally safe, respectful, and responsive to First Nations communities.

- Engage with community members, Elders, and local organisations to support service accessibility and trust.
 - Incorporate social and emotional wellbeing (SEWB) principles into service delivery.
 - Deliver services in accordance with clinical governance frameworks and relevant standards.
 - Maintain accurate, timely, and confidential client records.
 - Participate in clinical supervision, professional development, and quality improvement activities.
 - Identify and report risks, incidents, and notifiable events in line with organisational requirements.
 - Ensure compliance with relevant legislation, policies, and funding requirements.
 - Contribute to reporting, data collection, and performance monitoring processes.
 - Maintain adherence to privacy, confidentiality, and data protection obligations.
 - Support initiatives that enhance service coordination and system integration.
 - Contribute to continuous improvement and service innovation.
 - Participate in planning, evaluation, and stakeholder engagement activities.
- Any other relevant duties, within scope of skill level and training, as required by your manager from time to time.

Organisational Responsibilities
Positively promote Njernda within and externally to the organisation
Comply with the Njernda Code of Conduct
Each employee has a responsibility to comply and promote practices with all Njernda policies and procedures and familiarise themselves with those relevant to their position
Comply with relevant registration bodies mandatory continuing professional development requirements as applicable, but not limited to case reviews, staff meetings, planning forums, service reviews and the integration of client feedback
Carry out all work and interactions in alignment with Njernda values
Apply the highest level of confidentiality, understanding that confidentiality is an imperative for clients, their families, fellow employees and Njernda Aboriginal Corporation.
Commitment to ensuring a culture of child safety, preventing child abuse, and abiding by the child safety principles
Each employee has a responsibility to comply with and promote relevant legislation and professional standards in relation to safety, quality and risk relevant to their position
Each employee has a responsibility to comply with and promote compliance with their industry standards and relevant regulatory requirements
Participate in performance appraisal and supervision processes
Follow all work / occupational health and safety policies and procedures associated with conducting activities on or offsite

Njernda Values	
All staff are expected to behave in a way that is in alignment with our values:	
<p>Respect</p> 	<p>Establish relationships based on respect and trust. Treats people with dignity, fairly and openly. Demonstrates personal standards of consistency, tolerance and patience.</p>

<p>Accountability</p> 	<p>Taking ownership and initiative of Njernda values to ensure trusted collaborations are formed. Be thoughtful of the impact of one's own behaviour on others.</p>
<p>Resilience</p> 	<p>Encouraging cultural and spiritual growth to enable personal growth</p>
<p>Advocacy</p> 	<p>Working to transform the disadvantaged and challenge the causes that impact on our community.</p>
<p>Cultural Sensitivity</p> 	<p>Welcoming and serving our community with understanding and without judgement.</p>

Key Relationships	
Internal	External
<p>Njernda Medical Njernda Family Services Njernda Services</p>	<p>Murray PHN Echuca Regional Health Aboriginal Health Liaison Officers Department of Health Bendigo Health BDAC</p>
Selection Criteria	
Essential:	
<p>Qualifications</p> <ul style="list-style-type: none"> Relevant qualification in Social Work, Psychology, Mental Health, AOD, Community Services, or related field 	
<p>Skills</p> <ul style="list-style-type: none"> Demonstrated experience working with individuals experiencing mental health and AOD issues. Demonstrated understanding and commitment to Aboriginal culture. Demonstrated ability to work with Aboriginal organisations and communities Experience in case management and coordinated care approaches Knowledge of trauma-informed and culturally safe practice frameworks Strong advocacy and communication skills Experience working with clients with drug and alcohol or mental health conditions Demonstrated experience in assessing mental health conditions Demonstrated ability to complete reporting accurately and meet reporting deadlines 	
Experience	
<ul style="list-style-type: none"> 2 Years in the same or similar position. 	
<p>Satisfactory evidence of:</p> <p>Pre-employment checks not limited to at least two professional referees, proof of identity and qualifications, National police check, Working with Children's Check, full Victorian driver's license, disclosure of any pre-existing illness / injury and vaccination status in line with Njernda's current policy and procedure, and as applicable – eligibility to work in Australia, professional/regulatory licenses, registration and current good standing, and clearance on aged care banning orders.</p>	

Desirable:

-

TERMS & CONDITIONS OF EMPLOYMENT:

Terms and conditions are in accordance with the Contract of Employment.

I acknowledge that I have received a copy of this position description. I have read (or have had read to me) and understand the requirements of this position. I agree to work in accordance with this position description.

Signed: _____

Date: / / _____

Print Name: _____

PLEASE KEEP A COPY OF THIS POSITION DESCRIPTION FOR YOUR RECORDS

cc: Employee File