

Homes First

Dual Diagnosis Practitioner Position Description

POSITION:	Dual Diagnosis Practitioner, Homes First
CLASSIFICATION:	Social, Community, Homecare and Disability Services (SCHADS) Award Level 5
REPORTS TO:	Team Leader, Homes First
DATE CREATED:	March 2026

ORGANISATIONAL ENVIRONMENT

MCM is a leading community support organisation working alongside Victorian communities and families and individuals to live the life they aspire to, their way, providing a broad range of support in homelessness, disability, palliative care, youth housing, community services, family violence, education and inclusive employment service areas. MCM is a leading provider of specialist services people experiencing homelessness, providing wraparound support so they can transition to autonomy and their positive pathways of choice.

MCM comprising MCM Services, Hester Hornbrook Academy, MCM Housing and Quantum Support Services work together to disrupt disadvantage and create positive change for Victoria's most vulnerable people.

DIVERSITY, EQUITY OF ACCESS, AND INCLUSION

MCM is committed to inclusion, equity of access and diversity. We know that diversity helps us to innovate and make the biggest impact possible. Our DEI Strategy On for Inclusion supports and drives an inclusive workplace culture. We recognise that many people continue to face systemic barriers within an employment context, particularly those from First Nations, culturally and linguistically diverse, disability and LGBTIQ+ communities. We are committed to inclusivity and want to continue to learn from and grow our diverse workplace culture. This includes supporting your individual employment needs wherever reasonably possible.

POSITION CONTEXT

The Dual Diagnosis Practitioner role is part of the Homes First team within the Youth and Families portfolio of MCM Services.

Homes First is an innovative five-year program based across the Local Government Areas of Brimbank/Melton and Hume/Merri-bek regions.

During the COVID-19 pandemic, the From Homelessness to a Home (H2H) program was implemented as a landmark investment in scaling up a program based on Housing First principles. As part of the 2023-24 State Budget, funding was allocated to the Sustained Solutions for Housing First To End Rough Sleeping to embed Housing First principles as a feature of the Victorian homelessness system. Under the 2023-24

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State Budget, \$48 million over 4 years has been allocated to continue the H2H program under a revised service model to be known as the Homes First program.

Homes First is one of a suite of programs to support people sleeping rough and experiencing persistent homelessness. Our support model includes allied health, specialist housing, assertive outreach, therapeutic supports, early intervention & prevention services, legal, education and employment support.

POSITION PURPOSE

The Dual Diagnosis Practitioner is a maximum term contract role (2 years) within the Homes First program that is responsible for holding a caseload and contributing to day to day practice support and guidance, as well as the provision of specialised therapeutic knowledge and skills in regard to people who have experienced homelessness with mental ill health and/or drug and alcohol misuse.

The role, as part of a multidisciplinary support team, aims to provide intensive and holistic support to achieve housing stability and broader goals. This includes providing referral support for adults to deal with any barriers they are facing and contributing to secondary consult and capacity building for a range of multi-disciplinary workers.

The Dual Diagnosis Practitioner will demonstrate a high level of resilience, integrity and accountability, the ability to effectively influence outcomes, while prioritising their safety and that of the people we support. They will maintain a person-centred, trauma informed approach throughout all aspects of the role. Service delivery will be consistent with MCM's Healing Orientated Framework, and trauma informed practice.

Additionally, the role will work with the Homes First Operations Manager and Team Leader to support the operationalisation of Homes First and contribute to the delivery of broader team outcomes as relevant to the funding. The role requires an experienced Dual Diagnosis Practitioner who is innovative in their practice and comfortable working with adults who have multiple and intersecting needs.

This position operates at the Self Leadership level in the MCM Leadership Capability Framework.

POSITION DUTIES AND RESPONSIBILITIES

Direct Support

- Provide brief and longer-term targeted interventions including comprehensive risk and needs assessment, safety planning, housing, mental health, AOD use and legal support to a caseload of clients.
- Develop successful working relationships with people and work collaboratively with their care teams to assess their needs, support them to identify goals, work out strategies to achieve those goals and help to develop the skills towards independence.

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- Assist people with complex needs to access appropriate accommodation options, particularly supported accommodation, family reconciliation, private rental, shared housing and social or transitional housing in accordance with the case plan.
- Contribute to an environment that will disrupt disadvantage for people through utilising a healing orientated practice model that proactively responds to adults who have experienced adverse experiences.
- Maintain an update to date knowledge of MCM's programs and relevant external service providers to ensure an integrated service response is provided to the people we support.

Reporting and Learning

- Support the professional development of other MCM employees within the Youth and Families portfolio by developing and facilitating relevant education sessions related to mental health and AOD.
- Be the subject matter expert in the development, implementation and monitoring of practice innovation within the portfolio.
- Complete regular reporting, information and data collection, and quality improvement activities, including contributing to updating procedures.
- Maintain accurate files, case notes and databases using relevant platforms and systems in a timely manner.
- Participate in meetings, debriefing, supervision, training, professional development and forums. This may involve flexibility to attend outside usual working hours, as agreed with Homes First line management.

Collaboration

- Provide secondary consultations to housing and multidisciplinary workers within Homes First and the Youth and Families portfolio that support people experiencing mental health and/or AOD concerns. Provide professional development and capacity building opportunities, including guidance on assessment and safety planning.
- Implement care team meetings and participate in service coordination with all relevant stakeholders.
- Participate and facilitate in case reviews and act as a subject matter expert by providing specialised knowledge and skills regarding adults with complex mental health and/or AOD needs.
- Support people to build new networks and access specialised mental health and/or AOD services.
- Lead and maintain strong connections with public, private, non-government and volunteer services in the local area.
- Represent Homes First and MCM at relevant network meetings, forums and training.
- Contribute to the development, implementation and monitoring of practice innovation within the portfolio.

Generic and Compliance Responsibilities

- Work as a constructive team member, including building and maintaining positive interpersonal relationships.
- Apply the Organisational Commitments and Requirements (detailed below), including Child Safety and Safety of Vulnerable People, Workplace Health and Safety, Operational Accountability, Diversity, Equity of Access and Inclusion, and Position Description Maintenance.
- If approved to work from home, comply with all the requirements in the MCM Working from Home Workstation Self-assessment Checklist.

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- Demonstrate MCM's Values (detailed below).
- Ensure services are delivered within the framework of MCM's policies and procedures, legislative requirements, relevant service standards, and MCM's Code of Conduct, and MCM's Values.
- Comply with MCM's Employment Safety Screening Procedure.
- Perform other duties and responsibilities within the scope of the employee's skills, competence and training as directed by a person in any more senior role within MCM.

KEY SELECTION CRITERIA

Essential Criteria

- Bachelor's qualification in social work/community work or another related field.
- Demonstrated experience working within a case management framework with adults who are experiencing homelessness.
- Understanding of mobile, street based and assertive outreach support and interventions.
- Experience working from a trauma informed approach to assertively engage adults presenting with complex support needs including mental health and AOD barriers.
- Knowledge and understanding of the Mental Health and Wellbeing Act 2022
- Demonstrated experience providing secondary consultations to other professionals who support adults experiencing mental health and/or AOD barriers, with primary aims of identifying risks, safety planning and service navigation.
- Experience developing and facilitating peer training.
- Ability and experience to provide tailored and appropriate responses to people who are from culturally and linguistically diverse backgrounds.
- Strong passion for working with people and ability to engage people actively and assertively with complex needs.
- Capacity to work effectively both independently and as part of a multidisciplinary team, demonstrate accountability and willingness to take direction.
- Demonstrated high level written and verbal communication, conflict management and resolution, negotiation and mediation skills.
- Working across both MCM West (Braybrook) and North (North Fitzroy) sites equally is required to support consistent client contact and effective time management.

Essential Safety Screening Requirements:

- Proof of Identity Check
- National Police check
- International Police check
- Current Victorian Working with Children Check (Employee)
- Current Victorian Drivers Licence
- Right to work in Australia

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Desirable Criteria

- An extensive understanding of the homelessness service system with knowledge of patterns, trends, systemic issues and best practice principles when working with people experiencing homelessness.
- Computer literacy, including proficiency in Microsoft Office and client databases.
- A well-developed understanding of the Victorian Child Safe Standards

POSITION AUTHORITIES

Number of Reports

Direct Reports				Indirect Reports			
Number:	0	FTE:	0	Number:	0	FTE:	0
List Teams / Positions	Not applicable			List Teams / Positions	Not applicable		

Expenditure

Operating:	Not applicable	Capital:	Not applicable
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Other Authorities

Supervision or Direction Required

This role will be provided regular supervision and general direction by the Homes First Team Leader.

Planning

The employee will be required to:

- Manage their own time in collaboration with Homes First line management
- Establish their own goals and objectives subject to approval

Freedom to Act

The employee will have the authority to:

- Apply knowledge, experience and training where policy and procedures are limited.

Assistance to Higher Level

The employee may be required to:

- Advise specific people about routine matters
- Contribute to review of routine processes

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KEY RELATIONSHIPS

This position may have relationships with a diverse range of MCM employees, external service providers, organisations and stakeholders within the community, with the view to providing the most appropriate and effective services and supports to the people they support. Examples include:

- Internal Relationships**
 - Employees from Youth and Family Homelessness Services
 - Employees from Organisational Development
 - Employees from People and Culture
 - Employees from Properties and Facilities
 - North-West region homelessness service providers and networks
 - Primary and allied health service providers
- External Relationships**
 - Mental Health service providers
 - Alcohol and Other Drugs (AOD) service providers
 - Open Doors Access Points
 - Specialist Family Violence service providers

OUR VALUES

Employees are expected to commit to and demonstrate MCM's values:

Together	<p>We are inclusive and accepting of difference</p> <p>We work in highly effective teams and our people are connected across our organisation</p> <p>We engage proactively with others to deliver outcomes</p>
Courageous	<p>We speak up constructively in line with our convictions</p> <p>We pursue our goals with determination</p> <p>We are passionate about our advocacy role</p>
Curious	<p>We are inquisitive and ask why</p> <p>We challenge the status quo</p> <p>We actively explore the alternatives</p>
Open	<p>We are transparent and have genuine, honest interactions</p> <p>We listen and hear people's voices</p> <p>We value and respect the autonomy of clients</p> <p>We trust one another</p>
Accountable	<p>We act safely in all our interactions</p> <p>We manage within our financial and resource boundaries</p> <p>We own our outcomes and decisions</p> <p>We are proud of the work that we do</p>

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ORGANISATIONAL REQUIREMENTS AND COMMITMENTS

Child Safety & Safety of Vulnerable People

MCM is a Child Safe Organisation, committed to the safety and wellbeing of children, young people, people with disability, and other vulnerable people. We have zero tolerance of abuse and neglect of all vulnerable people. MCM is committed to providing a safe environment in which children and vulnerable people are protected from violence, abuse and neglect. All employees must:

- Comply with the Child Safe Standards at all times.
- Maintain a safe environment in which children and vulnerable people are safe at all times.
- Actively prevent, and immediately report to MCM, any violence, abuse or neglect of any child or vulnerable person.

Workplace Health & Safety

MCM's has zero tolerance for compromised worker safety. We endeavour to provide a working environment that is safe for all employees and people who use our services. As an employer, MCM adheres to Occupational Health & Safety regulations. All employees must:

- Comply with all MCM policies related to Occupational Health and Safety in the workplace.
- Take reasonable care of their own health and safety, and the health and safety of their colleagues, service users, and others who may be affected by the employee's acts or omissions in the workplace.
- Immediately report to MCM any hazards or incidents.

Code of Conduct and Operational Accountability

MCM is committed to operating efficiently and ethically and remaining operationally and financially sustainable. All employees must:

- Operate within the requirements of MCM's accreditations, registrations, policies and procedures, Code of Conduct, and regulatory guidelines.

Position Description Maintenance

Position Descriptions change over time, due to a wide range of organisational, technological, financial, geographical, service, systemic, legal, and individual factors. All employees must:

- Maintain position description currency by communicating, discussing and documenting necessary changes, and considering consistencies and relativities with other like-positions.
- Ensure compliance with position description, management of change, and consultation requirements in the relevant Awards and Enterprise Agreements.
- Use correct processes to apply for changes related to individual circumstances, for example, reasonable adjustments for disability, flexible working arrangements for care responsibilities, rehabilitation to work following injury, ill health or medical procedure, or transition to retirement.