



THE BUTTERY

ROLE TITLE: Clinical Team Leader

LOCATION: Byron/Tweed and surrounds

About the role

Step into a leadership role where your clinical expertise truly makes a difference. As our AOD Clinical Team Leader you'll balance hands-on clinical work with the opportunity to lead and inspire a dedicated team of four AOD professionals. You'll play a key role in shaping service delivery, supporting staff development, and driving positive outcomes for our participants.

About the program: The aim of the Drug and Alcohol Treatment Program (DATP) is to achieve improved health and social outcomes for individuals, families, and communities at risk of, or currently affected by, problematic alcohol and other drug use. It supports people at all stages from early intervention to relapse prevention. This stepped care model is available to people aged 12 years or older with or without mental health conditions.

Hours and location: The hours are 35 per week working primarily from a hub in Byron Bay and Tweed. A vehicle is available from a central location for work in the community. The hours can be worked flexibly (e.g. over a 9-day fortnight) but availability to work on some public holidays on a rostered basis is required. The role is funded to 30th June 2026 with potential for extension.

About you: Selection Criteria

1. Degree qualifications or higher in Counselling, Mental Health Nursing, Social Work or Psychology. Registration with PACFA, APHRA, AASW or ACA level 3+ is desirable.
2. Current driver's licence, a satisfactory Criminal Record Check and Working with Children Check
3. Demonstrated experience in delivery of AOD, mental health and suicide prevention services providing trauma-informed care and counselling for persons with complex support needs and working with young people with substance use disorder
4. Demonstrated experience facilitating groups, including adults and young people (in the age range of 12-24 years old)
5. Demonstrated experience managing staff to deliver program outcomes in line with funding requirements
6. Established networks and relationships with a range of referral services across the local community, particularly those supporting youth
7. Proven ability to meet individual KPIs while fostering a team culture focused on accountability, continuous improvement, and participant outcomes.
8. Demonstrated proficiency using the Microsoft suite, a variety of databases and video conferencing tools

Why our staff love working with us

- **Flexible Working Solutions:** We support your work-life balance with flexible working arrangements.
- **Extra Annual Leave:** Enjoy two additional weeks of annual leave (pro rata) to spend more time on holiday.
- **Career Growth:** Explore internal opportunities to transfer and work in other programs.
- **Professional Development:** Benefit from ongoing training and development opportunities.
- **Supportive Environment:** Access to our Employee Assistance Program and to external clinical supervision for direct service staff
- **Salary Sacrifice Benefits:** Increase your take-home pay by 6-12% with ATO-approved incentives, allowing you to allocate up to \$15,899 of tax-free salary towards your mortgage, rent, loans, credit card, or school fees.
- **Meal and Accommodation Card:** Receive a \$2,650 card for meals and accommodation.
- **Convenient Packaging Options:** Package costs for a computer, phone, or novated vehicle lease.

Find out more:

For a position description, see <https://www.buttery.org.au/employment-opportunities>
For any other queries, please contact recruitment@buttery.org.au
This role is remunerated at SCHCDS Level 5 (\$51-53ph) depending on qualifications and experience with access to salary packaging to potentially increase your take home pay by another 5k).

How to apply:

Please use each of the selection criteria above as a heading and write a brief paragraph addressing each one in your cover letter. Please email your resume and cover letter to recruitment@buttery.org.au

Unfortunately, applications that do not address the selection criteria will not be considered.

Closing date: We will be processing applications every few days so we encourage you to apply at your earliest convenience so you don't miss out.