

ALCOHOL AND OTHER DRUG – COUNSELLING & FAMILY REUNIFICATION CLINICIAN POSITION DESCRIPTION

ALCOHOL AND OTHER DRUG PROGRAM SOUTHREN REGION

At Anglicare Victoria our focus is on transforming the futures of children, young people, families and adults. Our work is based on three guiding pillars: Prevent, Protect and Empower.

We strive to create an environment where employees feel valued and rewarded.

By living the Anglicare Victoria values and actively fostering fairness, equality, diversity and inclusion, our people make Anglicare Victoria a truly great place to work.

So come and join us at Anglicare Victoria where there is a rewarding career ready for you in a dedicated, professional team where respecting each other; leading with purpose; working together; and creating a positive difference are valued, and learning and creativity are encouraged.



Position details

Position	AOD Counselling & Family Reunification Clinician
Program	AOD Program
Classification	SCHADS Award Level 6 (Social Worker Class 3) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours	Part Time
Hours per week	30.4 hours per week
Duration	Ongoing
Fixed term end date	
Location	South East – Dandenong Office
Reporting Relationship	This position reports directly to the AOD team leader
Effective date	January 2022

Overview of program

The SURE consortia is comprised of Anglicare Victoria and EACH and is a leading provider in the delivery of a broad range of community based Alcohol and other Drug treatment across the Inner East, Outer East and the South East. The reformed integrated AOD catchment based model includes Intake and Assessment, Counselling, care and recovery Co-ordination, Non-Residential Withdrawal and catchment Planning.

Anglicare Victoria's Alcohol and other Drug programs provide counselling, consultancy and continuing care to:

- Individuals with drug and/or alcohol problems 18 years and over.
- Families and friends of individuals with drug and/or alcohol problems.
- Individuals currently involved in the criminal justice system
- Professionals needing assistance in working with and supporting individuals with drug and/or alcohol problems.

The Family Reunification Program provides counselling, consultancy and continuing care to:

- Parents whose children are subject to Family Reunification Order.
- Children who are impacted by the Family Reunification process.
- Work in collaboration with Child Protection from a shared care approach.
- Assessment and ongoing treatment for parents, their children and family members from a Family Therapy model.

This positions is a dual position where you work as an AOD Counselling Clinician and a Family Reunification Clinician.

Position Objectives


1.	Provide outcome-based holistic psychotherapeutic interventions that improve treatment engagement and retention. This includes family functioning when working within the FRO role.
2.	Enhance ability of individuals, family members, their children and significant others to respond to drug and alcohol, mental health, Child Protection Orders and other bio-psycho-social issues.
3.	Provide comprehensive bio-psycho-social assessments including AOD and mental health screens.
4.	Develop Individual Treatment Plans for program participants.
5.	Assist clients to work towards harm minimization strategies and abstinence based approaches to support expectations including clients on Reunification Orders.
6.	To ensure appropriate liaison with Child Protection Services and other key organizations that build on existing professional relationships.

Key responsibilities

The key responsibilities are as follows but are not limited to:

1.	Deliver assessment, counselling, consultancy and continuing care, to parents, their children and family members within both a harm minimization framework and abstinent based approach to support expectations including clients on Reunification Orders.
2.	Split case load of Voluntary, Forensic & clients on Reunification Orders case that have Child Protection involvement.
3.	To conduct screens, assessments, single sessions and on-going counselling treatment to adults & parents, family members and children subject to family reunification.
4.	To promote the program throughout the network of referral agencies in the alcohol and drug service delivery sector, the mental health sector, the welfare sector, Protective Services, GPs, hospitals, youth services, Community Correctional Services and other potential referral sources.
5.	To represent Anglicare Victoria in internal and external forums especially with respect to DFFH, Child Protection and the Children's Court.
6.	To maintain up to date records, relevant data collection methods, which all alcohol and drug services are mandated to keep.
7.	To engage clients in co-operative and goal directed working relationships and to assist them in achieving positive outcomes by implementing an Individual Treatment Plan to specifically meet the client and/or family needs
8.	To actively participate in regular supervision with the Team Leader.

Key Selection Criteria

 <p>Role Specific</p>	<p>1. Tertiary qualifications in a relevant discipline (Psychology, Social Work, Social Science, Counselling) and specifically a minimum of a Cert IV in AOD or Post Graduate Certificate in AOD, including Dual Diagnosis competencies or a minimum 2 years in the AOD sector.</p>
	<p>2. Highly developed knowledge, experience and practice in models of contemporary counselling approaches in the alcohol and drug field.</p>
	<p>3. Highly developed communication skills and an ability to negotiate in a multidisciplinary team.</p>
	<p>4. A demonstrated ability to be receptive and flexible to new ideas and the capacity to adapt to changing work demands and circumstances.</p>
	<p>5. Good organizational and time management skills and ability to be self-directed.</p>

Occupational health & safety (OHS)

Anglicare Victoria is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces.

In achieving and maintaining workplace health and safety, Anglicare Victoria will apply best practice in OHS in accordance with statutory obligations at all times.

All Anglicare Victoria employees, contractors and volunteers are required to:

- take reasonable care for their own health and safety and for that of others in the workplace by working in accordance with legislative requirements and the company's OHS policies and procedures
- take reasonable care their actions or omissions do not adversely affect the health and safety of themselves and others
- cooperate with any reasonable directions, policies and procedures relating to health and safety in the workplace
- report all injuries, illness or 'near misses' to their Supervisor or Manager
- participate in relevant health and safety training based on roles and responsibilities
- as required, participate in the development and implementation of specific OHS hazard and risk management strategies.

In addition to the above, positions with supervision or management responsibility are required to ensure a safe and healthy work environment for all employees, clients, contractors and visitors. This can be achieved by ensuring all people are aware of and have access to OHS policies, procedures, training and reporting systems

Cultural Safety in the Workplace

Anglicare Victoria recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge and experience to the workplace. They also contribute important insight into how Anglicare Victoria can provide for and engage with Indigenous clients and communities more effectively.

Our Reconciliation Action Plan (RAP) and Workforce Strategy outlines Anglicare Victoria's commitment to leading and facilitating sustainable employment, training, retention and career development opportunities for Aboriginal and Torres Strait Islanders people.

Conditions of employment

- Salary and conditions are in accordance with the Social, Community, Home Care and Disability Services Industry Award (SCHADS) 2010. Salary packaging is offered with this position.
- All offers of employment at Anglicare Victoria are subject to a six month probationary period. The staff member will be asked to participate in an annual performance review linked to objectives set out for the position.
- All offers of employment are subject to a satisfactory Criminal History Check, a current Driver's License and an Employment Working with Children Check prior to commencement.

Please note that on Friday 7 October the Victorian Government's Chief Health Office issued COVID-19 Mandatory Vaccination (Workers) Directions. As an Employer AV is required to comply with the terms of these Directions

AV employees are required to either: (depending on the date of the advertisement)

- Be fully vaccinated (First and second vaccination) by 26 November 2021 to work outside of their ordinary place of residence or have a medical exemption
- Please be aware that in order to perform this role you will be required to adhere to the Directions issued by the Chief Health Officer and provide evidence of your vaccination status in order to perform the inherent requirements of this role.

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name:

Signature:

Date:
