

# ALCOHOL AND OTHER DRUG FAMILY REUNIFICATION CLINICIAN POSITION DESCRIPTION ALCOHOL AND OTHER DRUG PROGRAM EASTERN 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

<b>Position</b>	AOD Family Reunification Clinician
<b>Program</b>	AOD Program
<b>Classification</b>	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)
<b>Hours</b>	Full Time
<b>Hours per week</b>	38 hours per week
<b>Duration</b>	Fixed Term
<b>Fixed term end date</b>	
<b>Location</b>	Dandenong
<b>Reporting Relationship</b>	This position reports directly to the AOD team leader
<b>Effective date</b>	December 2019

## Overview of program

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.

## Position Objectives

1.	Provide outcome-based holistic psychotherapeutic interventions that improve treatment engagement, retention and family functioning.
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 Recovery Plans for individuals accessing the service.
5.	Assist clients to work towards harm minimization strategies and abstinence based approaches to support expectations 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 on Reunification Orders.
2.	Small case load that requires high demand Child Protection involvement.
3.	To conduct screens, assessments, single sessions and on-going counselling treatment to parents, family members and children subject to family reunification.
4.	To represent Anglicare Victoria in internal and external forums especially with respect to DHHS, Child Protection and the Children's Court.
5.	To maintain up to date records, relevant data collection methods, which all alcohol and drug services are mandated to keep.
6.	To assist the Team Leader, Team Manager and Program Manager to review and evaluate program performance on a regular basis.
7.	To actively participate in regular supervision with the Team Leader.

## Key Selection Criteria

The Key Selection Criteria are based on role specific requirements **and** the Anglicare Victoria Capability Framework. Applicants are required to provide a written response to **both** a) and b).

### a) Role specific requirements

Applicants are required to provide a written response to the role specific requirements. The five criteria are to be addressed individually (no more than 2 pages in total).

 <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. Minimum of 3 years' experience in therapeutic application of theory into practice in a counselling setting with clients presenting with complex needs.</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>

## Key Selection Criteria (continued)

### b) Anglicare Victoria Capability Framework

Applicants are required to provide a written response to the Anglicare Victoria Capability Framework. Applicants are to describe how they demonstrate the characteristics in each of the two capability groups; **Personal Qualities and Relationship and Outcomes** (no more than 1 page in total).

The Anglicare Victoria Capability Framework describes the capabilities required to meet the expectations of clients, colleagues and communities in today's changing environment.

These capabilities work together to provide an understanding of the knowledge, skills and abilities required of all employees.

#### Personal Qualities



##### Displays Resilience

Thrives in a changing environment. Handles ambiguity.

Maintains a positive attitude and continues to deliver exceptional results in the face of challenging situations.

##### Has a learning mindset

Shows drive and motivation and a commitment to learning. Strives for continual improvement by looking for ways to challenge and develop.

Brings an innovative approach, fresh thinking and curiosity to develop practical solutions.

##### Shows cultural awareness

Respects difference in all its forms.

Values diversity as a strength and positively utilises diversity.

#### Relationships and Outcomes



##### Puts clients first

Acts to make a real difference in their work.

Is passionate about providing exceptional service to clients, customers and end-users.

##### Works collaboratively

Collaborates with others and values their contribution. Skilled at building strong and authentic relationships.

##### Demonstrates technical and professional acumen

Creates distinctive value for clients and Anglicare Victoria by applying a range of technical and professional capabilities to deliver quality outcomes.

#### Leading People



##### Manages, coaches and develops people

Engages, motivates employees and volunteers to develop their capability and potential.

##### Inspires direction and purpose

Creates a positive and engaged team environment.

Communicates goals, priorities and vision and recognise achievements.

##### Leads change

Leads, supports, promotes and champions change, and assist others to engage with change.

## 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.

## Acceptance of Position Description requirements

To be signed upon appointment

### Employee

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_