

Position Description

Title	Senior Harm Reduction Clinician
Business unit	Harm Reduction & Overdose Prevention Program
Location	Uniting sites Inner North and North (Coburg and Preston)
Employment type	Full Time Maximum term to 11 April 2025
Reports to	Team Leader and Manager Catalyst Programs

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We’ve been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We’re there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We’re proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia’s First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

1. Position purpose

Provide harm reduction advice, raise awareness of risks associated with substance use, and reduce the impact of overdose.

2. Scope

Budget: nil

People: nil

3. Relationships

Internal

- Harm Reduction & Overdose Prevention Program
- Uniting AOD Clinicians across multiple programs
- Uniting Group Manager Service Excellence Hubs and Manager Catalyst Programs
- Consumer Participation Facilitator (Liaison – consumer engagement)
- Specialist Family Violence Advisors

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External

- Consumers, Families & Carers (Direct care provision and service feedback)
- Catchment-based Intake/Assessment and other AOD treatment services (Liaison – At-risk consumer identification and engagement, and staff training and support)
- Catchment-based harm reduction services (Liaison - developing partnerships, consumer pathways and innovative practice)

4. Key responsibility areas

Service delivery

- Assessments, brief intervention, care and recovery coordination, and counselling support for consumers and families where substance use risks are a significant concern.
- Program development including monitoring, evaluating, and reporting.
- Engage extensively in partnerships and networks to improve community and organisational capacity and comprehensive consumer care.
- Understand and facilitate pharmacotherapy options.
- Delivery of Needle & Syringe and Take Home Naloxone Programs.
- Use the Family Violence Information Sharing Scheme (FVISS) and Child Information Sharing Scheme (CISS) to facilitate client information sharing (where appropriate) and ensure a collaborative approach is adopted for managing family violence risk.
- Work within the bounds of the Mental Health and Wellbeing Act 2022 to promote compassionate and improved mental health support while concurrently addressing AOD treatment goals.
- Work within a trauma informed framework, recognising that consumers may have current and historical experiences of trauma.
- Participate in daily clinical reviews to ensure appropriate treatment planning and care coordination is in place and reviewed regularly.
- Identify the needs of vulnerable children, working with families to develop safety plans and facilitating referrals to internal and external child and family programs.
- Provide clinical expertise and secondary consultation to other health and welfare services including the provision of offsite assessments to facilitate clients' access to AOD treatment.
- Hold a minimum caseload according to the requirements of the funding body and management guidance.
- Engage and collaborate with key stakeholders, including the Medically Supervised Injecting Room.

Administration

- Ensure the maintenance of up-to-date progress notes, case files and data entry, and ensure they are kept in a confidential manner.
- Contribute to the development of appropriate operational manuals, policies, and procedures for the Harm Reduction Program.

Supervision and Development

- Actively participate in ongoing professional development via the annual performance reviews, individual and group supervision provided by Uniting AOD and attend relevant training as required.
- Supervise students during placement and providing formal supervision if you possess the appropriate qualifications as required by their educational institution.

Quality and risk

- Contribute to the achievement of quality improvement in individual and program performance by encouraging an environment where high quality work is achieved and supported by the adherence to/development of quality systems documentation.

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- Contribute to legislative compliance ensuring familiarity and adherence to relevant laws, regulations, industry codes and policies/procedures that may impact on day-to-day activities.
- Report breaches and incidents to the Responsible Officer and/or other Officers, as necessary.
- Contribute to internal audits, as required.

Legal requirements & risk management

- Ensure all legal, funder and statutory requirements pertaining to the position are met including serious incidents, reportable conduct, and mandatory reporting (child safety)
- Foster a culture where risks are identified and appropriately managed.
- Report areas of serious risk to next level supervisor and work together to mitigate those risks.

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Complete mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
 - Based on a relationship with a current member of Uniting's workforce
 - Based on my ongoing work with another organisation.

5. Person specification

These qualifications are preferred but not essential:

- Relevant health or welfare tertiary qualification such as bachelor's degree in social work, Psychology, Nursing, Allied Health Sciences or other relevant field. Or a Diploma or Certificate qualification with significant relevant experience.
- Certificate IV in AOD or have completed the AOD core competencies (or able to complete within the first 24 months of employment).

Experience

This experience is preferred but not essential:

- Experience in the provision of harm reduction, assessment, counselling, and training services
- Experience in therapeutic approaches such as: Harm Minimisation, Solution-focused Brief Therapy, Family Inclusive Practice, Motivational Interviewing, and Community Reinforcement Approaches.
- Minimum 2 years working directly in a harm reduction setting or role

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Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values
- Demonstrated understanding of community-based interventions for reducing alcohol and drug related harm.
- Proven ability to work with a range of people and organizations (including specific work groups such as Aboriginal, CALD and Forensic clients).
- Proven ability to work with a range of people presenting with complex needs.
- Commitment to teamwork.
- Warmth, openness, empathy, and concern for the welfare of consumers.
- Collaboration with consumers, families, colleagues, stakeholders, and other service providers.
- Current Driver's License.

6. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.