

AOD YOUTH & FAMILIES SUPPORT WORKER

AOD

NORTHERN METRO

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 Title	Alcohol and Other Drugs Youth Support Worker
Program	Youth AOD
Classification	SCHADS Award Level 6 (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Engagement	Part Time
Hours per week	22.8
Duration	Fixed Term – through until 30 June 2023.
Location	Northern Metro – Preston Office with Outreach to northern suburbs
Reporting Relationship	This position reports directly to Team Leader – AOD & Village 21
Effective date	September 2022

Overview of Program

This program utilises an outreach model, providing outreach support to young people (12-25 years) who require early intervention and/or alcohol and drug treatment to stabilise, reduce or cease harmful alcohol and drug use.

The program requires clinicians to work within the Harm minimisation framework. The program is a strengths-based, solution focused program working within an episodes of care model.

The Alcohol & Other Drug Youth Support Worker is part of a network of AOD workers with Anglicare Victoria in the North. The position will be provided with a base location at the Anglicare Victoria Northern Region that provides outreach across the areas of DHHS North Metro areas. The position is able to access fleet cars provided by Anglicare Victoria. The position work hours are generally during normal business hours, with some out of business hours based on needs of the clients

Position Objectives

1.	To provide Alcohol & Other Drug (AOD) treatment and support to young people with extremely complex life issues and who present with at risk behaviours.
2.	Use the client centred treatment plan to identify the timing and location of direct care provided as well how 'wrap around' services and community supports will be involved in the young person's care.
3.	To liaise with relevant support workers and services in relation to AOD treatment Planning, incident reporting, crisis plans, protective interventions etc.
4.	To work closely and holistically with young people exhibiting high-risk behaviours in the community to reduce the individuals problematic substance use and associated harms with the aim of improving their long-term health and wellbeing outcomes.
5.	To provide customised Youth AOD secondary consultation to professionals engaging and supporting vulnerable young people in the North metro region.

Key Responsibilities

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


1.	The provision of AOD assessments, counselling, and support to young people with substance use issues, utilising a range of activity based outreach and therapeutic interventions.
2.	The requirement to work within a multi-disciplinary team that is responsive to the developmental, gender and cultural needs of young people.
3.	To develop individual treatment plans (ITP's) and service plans for young people and assist in the implementation of short term case management strategies, facilitating entry into other AOD services where appropriate and maintaining continuity of care across service systems.
4.	Develop effective working relationships and referral pathways with external service providers, particularly with statutory bodies including Child Protection and Youth Justice.
5.	Contribute to developing a Youth AOD training resources/package for a diverse audience including; frontline workers; case managers; Child Protection and Youth Justice Case managers; parents and carers
6.	Compliance with performance monitoring and reporting requirements
7.	To take a lead role in the coordination of intake and enquiry functions for AOD programs in the North

Key Selection Criteria

The Key Selection Criteria are based on role specific requirements.

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. A relevant tertiary qualification in Social Work, Youth Work, Welfare Work and/or Community Development and at least two years' experience in working with people with AOD issues.</p>
	<p>2. Certificate IV in AOD or have completed the required competencies (or able to complete within the first 12 months of employment).</p>
	<p>3. Understanding of the principles of harm minimization and approaches to the treatment of AOD problems including relapse prevention.</p>
	<p>4. Demonstrated experience and skills in developing co-operative partnerships with agency workers and community services</p>
	<p>5. Understanding of the developmental needs of young people and ability to work with them in the context of family and social attachments</p>

Child Safety

AV is committed to protecting children and young people from all forms of harm and abuse. As an employee you are required to report any concerns raised by, or on behalf of, children and young people in accordance with mandatory reporting, reportable conduct and incident management procedures. Everyone at AV has a role to play in keeping children and young people safe.

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 and an Employment Working with Children Check prior to commencement.
- A current Victorian Driver's license is essential.
- In line with Anglicare Victoria's Covid 19 Vaccination Policy all staff, students and volunteers are required to provide evidence of full vaccination against Covid-19 or provide a valid medical exemption. This requirement may be amended from time to time in line with Anglicare Victoria Policy or as directed by Chief Health Officer

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name:

Signature:

Date:
