

## AOD CLINICIAN – COUNSELLING & ASSESSMENT

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

<b>Position</b>	AOD Clinician – Counselling & Assessment
<b>Program</b>	Alcohol & Other Drugs – Adult Counselling
<b>Classification</b>	SCHADS Award Level 6 (Social Worker Class 3)
<b>Hours</b>	Part Time
<b>Hours per week</b>	30.4 (4 days per week)
<b>Duration</b>	Fixed Term Maternity Leave Cover
<b>Location</b>	Northern Metro – Craigieburn (Primary Work Location)
<b>Reporting Relationship</b>	This position reports directly to Team Leader – Lead Tenant & AOD
<b>Effective date</b>	April 2021

## Overview of Program

The purpose of this position is to reduce AOD related harms to individuals and their families by conducting assessments and providing a range of counselling interventions to assist clients and their family members to change harmful behaviours, increase their capacity to effectively manage the problems they are experiencing associated with AOD use and promote recovery. Ultimately this role will assist in the provision of skills to prevent relapse and support the acquisition of knowledge, skills and motivation to initiate change and maintain it over the long term and improve quality of life.

This position plays a critical role in the provision of effective AOD treatment through comprehensive assessments and counselling including linking clients and their families to other appropriate service types and supporting the provision of holistic, wrap-around services, according to the complexity of client and family needs within a recovery focused framework.

## Position Objectives

1.	To provide high quality counselling and assessment services to individuals experiencing substance use issues and their families via evidence-based therapeutic counselling interventions, including Family Inclusive Practice and Dual Diagnosis principles.
2.	Develop and use client-centred Individual treatment Plans to identify the timing and location of direct care provided as well how 'wrap around' services and community supports will be involved in the individual'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 individuals 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.

## Key Responsibilities

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


1.	Provide high quality engagement, assessment, treatment and support services to individuals and their families, via evidence based, therapeutic counselling and group work using best practice principles including Family Inclusive Practice and Dual Diagnosis principles.
2.	Assist clients to understand the relationship between their substance use and other areas of their lives, such as mental and physical health, relationships and lifestyles to support clients to reduce the harms associated with problematic substance use.
3.	To develop individual treatment plans (ITP's) and service plans for individuals 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 including other AOD and Mental Health service providers.
5.	Contribute to and participate in regular Clinical Reviews, Care Team meetings and supervision
6.	Compliance with performance monitoring and reporting requirements

## 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>	<ol style="list-style-type: none"> <li>1. A relevant tertiary qualification in Social Work, Psychology, Early Childhood Specialist and/or related behavioural sciences at degree level with substantial experience; or associate diploma level with substantial experience in the relevant service stream, or less formal qualifications with specialised skills sufficient to perform at this level.</li> </ol>
	<ol style="list-style-type: none"> <li>2. Certificate IV in AOD or have completed the required competencies (or able to complete within the first 12 months of employment).</li> </ol>
	<ol style="list-style-type: none"> <li>3. Competencies in dual diagnosis (or able to complete within the first 24 months of employment).</li> </ol>
	<ol style="list-style-type: none"> <li>4. A minimum 2 years' experience in the provision of assessment and counselling services preferably with AOD or dual diagnosis clients</li> </ol>
	<ol style="list-style-type: none"> <li>5. Understanding of the principles of harm minimization and approaches to the treatment of AOD problems including relapse prevention.</li> </ol>
	<ol style="list-style-type: none"> <li>6. Demonstrated experience and skills in developing co-operative partnerships with agency workers and community services</li> </ol>
	<ol style="list-style-type: none"> <li>7. Experience in therapeutic approaches such as: Motivational Enhancement Therapy, Cognitive Behavioural Coping Skills Training, Family Inclusive Practice, self-help groups, Community Reinforcement Approaches</li> </ol>

## 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:

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Signature:

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Date:

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