

Position Description

Title	Senior AOD Clinician – Uniting Children Youth and Family
Business unit	Uniting AOD Metro
Location	Primary sites: Reservoir and Preston
Employment type	Full time Maximum term – parental leave cover (End January 2026)
Reports to	AOD Family Team Leader & Team Leader Family Preservation and Reunification Response (FPRR)

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

The position is based on a partnership arrangement between Uniting AOD and Uniting Family Preservation Reunification Response (FPRR). The agreement aims to increase the effectiveness of client outcomes, where substance use impacts on clients referred to FPRR by Department of Families Fairness and Housing (DFFH), Child Protection. The AOD Clinician will join the multidisciplinary team Uniting FPRR, to provide specialist knowledge and interventions, AOD counselling and implement AOD capacity building activities for the FPRR team.

The target group are adults and young people referred by Child Protection to FPRR at Uniting. FPRR provides a therapeutic model of assessment and intervention for children and their families. The aim is to prevent placement in out-of-home care and/or to reunify families within a short time frame where children have entered care. Clients eligible for the service are families with children aged 0-17 years. The service will provide a whole of family approach. The families present with significant issues that impact child safety and wellbeing including family violence, physical and intellectual disability, mental health, alcohol and drug issues, child abuse and neglect.

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2. Scope

Budget:

nil

People:

nil

3. Relationships

Internal

- FPRR multidisciplinary team
- Management team Uniting FPR
- Manager and Teal Leader Clinical Services Uniting AOD
- Clinicians, Counsellors and other Uniting staff

External

- FPRR multidisciplinary team
 - Child Protection DFFH
 - Other key community stakeholders
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4. Key responsibility areas

Provision of Treatment Services

- Deliver AOD services with a small client load, based on capacity/need
- Providing high quality engagement, assessment, treatment, care and recovery support services to individuals and their families, through evidence-based therapeutic counselling and group work.
- Contribute to creating an environment of respect and honesty through actively seeking and integrating client feedback into all aspects of service delivery.
- Provide comprehensive psychosocial assessment of people presenting with multiple and complex needs
- Conducting comprehensive AOD assessments including:
 - Ascertaining information on substance abuse, history, mental health and risk.
 - Utilizing the mandated AOD assessment tool
 - Arranging further assessments and secondary consults if required
 - Presenting assessments at clinical review and making recommendations
- Developing treatment plans and providing effective AOD counselling interventions to meet the individual needs of clients and their families, including those with complex needs, and incorporating the Best Interests of children.
- Provide AOD secondary consultations to FPRR/Family Services staff.
- Develop and implement an AOD capacity building plan as agreed by Uniting C, Y, F and Uniting AOD.
- Ensure contractual requirements and Key Performance Measures are met.
- Work collaboratively to develop shared care treatment plans with the aim to provide seamless service provision with FPRR team, Child Protection, family violence, mental health services, schools, housing, welfare services, AOD programs, general practitioners, employment, etc.
- In consultation with the FPRR care team, identify when families need access to flexible support funds and coordinate this access as agreed.

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- Review treatment plans regularly with client, (at least 3 monthly) to monitor effectiveness of client outcomes. Report outcomes to other workers involved with the client and at case reviews.
- Provide clinical treatment services to clients that have a harm minimisation and recovery focus, inclusive of delivering appropriate evidence-based interventions and referring to appropriate specialist services.
- Contribute to the development of practice and interventions that address the needs of clients, that strengthen parents and promote the safety and wellbeing of their children.
- Attend monthly FPRR coordination meetings to discuss referrals, assessments, and allocation of clients in a timely and responsive manner.
- Use the Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM) to ensure effective identification, assessment, and management of family violence risk for both victim survivors and persons using violence.
- 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 a trauma informed framework, recognising that consumers may have current and historical experiences of trauma.

Administration

- Maintaining up-to-date progress notes, case files and data entry in a confidential and professional manner.
- Adhering to and keeping informed of relevant legislative compliance requirements, and reporting any perceived breaches, risks, hazards, incidents where relevant.
- Undertaking other duties as directed by the Program and Catchment Manager/s.
- Share information about client assessments and treatment with FPRR staff and care teams to promote transparent, coordinated service delivery.
- Provide six monthly reports to FPRR Senior Manager including client data, client outcomes and case studies for review and advocacy purposes with DFFH.

Supervision and Development

- Actively participating in ongoing professional development, individual and group supervision and relevant training as required, jointly approved by AOD and FPRR Manager
- Participate in regular clinical supervision as provided by AOD service.
- Participate in regular reflective practice and partnership meetings at Uniting.
- Comply with Uniting policy and procedures including OH&S practices

People and Teams

- Establish, lead, coach and inspire an engaged and productive team
- Lead the team in leading practices and effective process governance
- Provide support, guidance, coaching, leadership, and empowerment to the team including feedback through performance reviews and regular supervision.
- Undertake regular supervision and performance review with line manager, providing feedback to promote collaborative working relationships
- Promote and maintain a positive, respectful and enthusiastic work environment
- Provide authentic team leadership and the highest level of professional conduct in alignment with Uniting's values.

Professional Liaison and Consultation

- Consulting with other services to develop and support the provision of recovery and harm reduction orientated treatment.
- Developing and maintaining collaborative and productive working relationships with internal and external stakeholders.
- Liaise with other relevant service providers, for referral, consultation, case management planning, monitoring and review

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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
- Attend 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

Qualifications

- Tertiary qualification in social work, health, psychology, or welfare
- DFFH Minimum Qualification Strategy which is either AOD core competencies, Diploma in AOD or higher-level qualification in AOD
- Current First Aid Level II Certificate (OR able to complete within first 12 months of employment)

Experience

- Minimum of 2 years' experience in the provision of assessment and counselling services preferably with AOD or dual diagnosis clients and working with families.
- Experience in therapeutic approaches such as: Motivational Enhancement Therapy, Cognitive Behavioural Coping Skills Training, Family Inclusive Practice, self-help groups, Community Reinforcement Approaches.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
- Proven ability to effectively work with people and families experiencing problematic alcohol and other drugs use in a respectful, compassionate and positive manner.
- 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 families within the Child Protection system).
- A demonstrated commitment to teamwork and the ability to take appropriate individual and team responsibility for the welfare of clients.

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- Ability to convey warmth, openness, empathy and concern for the welfare of clients.
 - Collaborate effectively with clients, families, colleagues, stakeholders and other service providers.
 - Ability to identify, assess and respond to family violence risk appropriately
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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.

7. Acknowledgement

I have read, understood, and accepted the above Position Description

Employee

Name:

Signature:

Date: