Senior AOD Clinician

<table>
<thead>
<tr>
<th>Title</th>
<th>Senior AOD Clinician – Uniting Child, Youth and Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Unit</td>
<td>Uniting ReGen – North Catchment</td>
</tr>
<tr>
<td>Location</td>
<td>Uniting Kildonan 648 High Street Reservoir</td>
</tr>
<tr>
<td>Employment type</td>
<td>Full time Max term contract – June 30th 2021</td>
</tr>
<tr>
<td>Reports to</td>
<td>NE Catchment Manager ReGen &amp; Team Leader Parents and Kids Together</td>
</tr>
</tbody>
</table>

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 celebrate our diversity and welcome all people regardless of ethnicity, faith, age, disability, culture, language, gender identity or sexual orientation. We acknowledge Aboriginal and Torres Strait Islanders as Australia’s First Peoples and as the traditional owners and custodians of the land on which we work. We welcome lesbian, gay, bisexual, trans, gender diverse, intersex and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities ad confront injustice
Our values: We are imaginative, respectful, compassionate and bold

1. Position purpose
The position is based on a partnership arrangement between Uniting ReGen and Uniting Stronger Families (SF). The agreement aims to increase the effectiveness of client outcomes, where substance use impacts on clients referred to SF by Department of Health and Human Services, Child Protection. The AOD Clinician will join the multidisciplinary team Uniting Stronger Families, to provide specialist knowledge and interventions, AOD counselling and implement AOD capacity building activities for the SF team.

The target group are adults and young people referred by Child Protection to Stronger Families at Uniting. Stronger Families provides a therapeutic model of assessment and intervention for children and their families. The aim is to prevent their first time placement in out-of-home care or to reunify families within a short time frame where children have entered care for the first-time. Clients eligible for the service are families with children aged 0-2 years, 10-15 years and Aboriginal children. The service will provide a whole of family approach. The families present with significant issues that impact of child safety and wellbeing including family violence, physical and intellectual disability, mental health, alcohol and drug issues.

2. Scope
Budget: nil
People: nil
3. **Relationships**

**Internal:**
- Stronger families multidisciplinary team
- Management team Uniting Kildonan
- Catchment Manager Uniting ReGen
- Clinicians, Counsellors and other Uniting staff

**External**
- DHHS Child Protection
- Clients, Families and Guardians
- Other Health and Welfare Service

---

4. **Key responsibility areas**

**Provision of treatment services**

- Deliver AOD services with a client load of 4 to 6 clients.
- 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 in 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 including; AOD dependence, mental health status, risk assessment, offending behaviour, homelessness, vocational and behavioural issues.
- Conducting comprehensive assessments including:
  - Ascertaining information on substance abuse, history, mental health and risk;
  - Utilising 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 Stronger Families/Family Services staff.
- Develop and implement an AOD capacity building plan as agreed by Uniting Kildonan and Uniting ReGen.
- 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 Stronger Families team, Child Protection, family violence, mental health services, schools, housing, welfare services, AOD programs, general practitioners, employment, etc.
- In consultation with the SF care team, identify when families need access to flexible support funds and coordinate this access as agreed.
Senior AOD Clinician

- 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 promotes the safety and wellbeing of their children.
- Attend monthly Stronger Families coordination meetings to discuss referrals, assessments and allocation of clients in a timely and responsive manner.

Administration

- Maintaining up-to-date progress notes, case files and data entry in a confidential and professional manner.
- Contributing to the achievement of continuous quality improvement.
- 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 SF staff and care teams to promote transparent, coordinated service delivery.

Supervision and Professional Development

- Actively participating in ongoing professional development, individual and group supervision and relevant training as required, jointly approved by AOD and SF 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.

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.

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 wellbeing 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.
Senior AOD Clinician

- 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.

5. **Person specification**

**Qualifications**
- Tertiary qualification in social work, health, psychology, or welfare.
- DHHS Minimum Qualification Strategy which is either AOD core competencies ([Refer to Appendix](#)), Diploma in AOD or higher level qualification in AOD.
- Undertaken training related to mental health or Dual Diagnosis.
- Current First Aid Level II Certificate. (OR able to complete within first 12 months of employment)

**Experience**
- Minimum of 3 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 Behavioral 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.
- 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.
- Ability to convey warmth, openness, empathy and concern for the welfare of clients.
- Collaborate effectively with clients, families, colleagues, stakeholders and other service providers.
- Current Victorian Driver’s License.
- Eligibility to work in Australia.
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 Working With Children Check (in Victoria) and/or Working With Vulnerable People Check (in Tasmania) **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

<table>
<thead>
<tr>
<th>Employee</th>
<th>Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name:</td>
<td></td>
</tr>
<tr>
<td>Signature:</td>
<td></td>
</tr>
<tr>
<td>Date:</td>
<td></td>
</tr>
</tbody>
</table>

**Appendix A**

**AOD Competencies**

ReGen requires people in clinical positions to have the following competencies (or their equivalent). Where people do not already have these competencies ReGen will invest in the person’s professional development by providing them through its RTO.

The competencies required in the first 12 months of employment are;

- CHCAOD001 - Work in the AOD sector – 4 days
- CHCAOD004 - Assess needs of clients with AOD issues and CHCAOD009 - Develop and review individual AOD treatment plans – 6 days combined

The competencies required in the second 12 months are;

- CHCAOD002 - Work with clients who are intoxicated – 3 days
- CHCAOD006 - Provide interventions for people with AOD issues and CHCAOD007 - Develop strategies for AOD relapse prevention and management – 8 days combined