

POSITION DESCRIPTION

Senior AOD Clinician: Forensic Group Programs, Counselling & Assessment

POSCS3155

ISO9001 | Approved by Peter Matthews | Next Revision: 19/07/22



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| Location: | Various |
| Classification: | SCHADS Level 4 |
| Reports To: | Team Leader Counselling & Forensic Group Programs |
| Direct Reports: | N/A |

The Organisation

Odyssey House Victoria (OHV) is a place of hope and positive change for individuals working towards breaking their pattern of addiction. At OHV we believe that every person should have the opportunity to change and grow. Our diverse teams work with individuals, families, and communities to reduce drug use, improve mental health and reconnect people to their family and the community. OHV provides community services for those whose lives have been affected by alcohol and other drugs and is partnering with Uniting Care ReGen to deliver integrated, person-centred, and evidence-based treatment services as the N&W Metro AOD Service, part of the Victorian AOD sector reforms.

Position Objective

The Senior AOD Clinician: Forensic Group Programs, Counselling & Assessment is responsible for conducting comprehensive assessments and providing a range of counselling interventions to assist clients and their family members to change harmful behaviours resulting from problematic alcohol and other drug use through individual and group programs. The key purpose of the position is to reduce harms and increase a client's capacity to effectively manage the difficulties they are experiencing. The Senior AOD Clinician is also responsible for providing leadership, supervision, and guidance to other clinical employees.

Role Responsibilities:

Working under general direction, the role undertakes responsibility for the following varied activities, which may require exercise of judgment and/or contributing critical knowledge and skills where procedures are not clearly defined:

Teamwork

Assisting the Team Leader Clinical Services:

- To implement change and promote a culture of best practice;
- To develop, implement, monitor and review client-focused clinical practice;
- In ensuring that all team members are appropriately supported, professionally supervised and provided with regular feedback regarding their performance;
- In managing any team member practice issues.
- In supporting staff while fostering a positive team culture, consistent with work plans, organisational expectations, policies and procedures;
- In supporting the student placement program and supervising students as requested.
- In providing clinical leadership and supervision to less experienced clinicians.

Provision of treatment services

- Providing high quality engagement, assessment, treatment and support services to individuals and their families, through evidence-based, therapeutic counselling and group work.
- Conducting comprehensive assessments including:
 - Ascertaining information on substance abuse, history, mental health and risk.
 - Determining if a client requires a standard or complex treatment response.
 - Utilising the mandated AOD assessment tool.
 - Arranging further assessments and secondary consults if required; and
 - Presenting assessments at clinical review and making recommendations; and
 - Preparing CISP reports
- Contributing effectively to clinical review processes.
- Developing treatment plans and providing effective counselling interventions and assertive referrals to meet the individual needs of clients and their families, including those with complex needs.
- Providing information, education, and practical assistance to clients to help them to reduce the harms of their substance use.
- Running forensic group programs for low to high-risk offenders such as Choices and Kickstart.
- Providing clients with exit and post treatment support plans to offer them appropriate support to maintain treatment gains.
- Facilitating interim support for clients awaiting the commencement of counselling services.
- Considering the needs of and identifying any risks to vulnerable children, working with families to develop safety plans, and facilitating referrals to partner Child First and Family service agents when indicated.
- Providing back up support to the Triage function when required.

Professional liaison and consultation

- Co-ordinating with Care and Recovery and Clinical Review processes to support seamless transitions between service types and a consistent approach to supporting the achievement of clients' recovery goals.
- 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.
- Participating in team planning, steering groups, reference groups and working parties inside and outside the agency.
- Maintaining regular communication and feedback with the Team Leader Counselling & Forensic Group Programs and the Catchment Manager.
- Actively participating in ongoing professional development, individual and group clinical supervision and relevant training as required.

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.
- Contribute to the continuing development of OHV Child Safety policy and procedures and ensure that all staff and program areas promote and adhere to child safe practices.
- 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 Team Leader Counselling & Forensic Group Programs and the Catchment Manager.

General

- Actively promoting and adhering to the OHV Child Safety policy and procedures to assist OHV to maintain a Child Safe Organisation and support colleagues to engage in child safe practices.

Key Selection Criteria

1. Relevant health and or welfare Tertiary qualification e.g. in Social Work, Psychology, Nursing or Allied Health Sciences or working towards completion of relevant qualification.
2. Experience in the provision of assessment and counselling services preferably with AOD or dual diagnosis clients.
3. Experience with therapeutic approaches such as: Motivational Enhancement Therapy, Cognitive Behavioural Coping Skills Training, Family Inclusive Practice, self-help groups, Community Reinforcement Approaches.
4. Demonstrated understanding of community-based interventions for reducing alcohol and drug related harm.
5. Previous experience in the AOD sector role and the ability to provide leadership and supervision to others.
6. Ability to collaborate effectively with clients, families, colleagues, stakeholders, and other service providers.
7. Proven ability to work with a range of people and organisations (including specific client groups such as Aboriginal, CALD and Forensic clients) in a non-judgmental and respectful manner.
8. A demonstrated commitment to teamwork and the ability to take appropriate individual and team responsibility for the welfare of clients.

Essential Requirements

- Relevant health and or welfare Tertiary qualification e.g., in Social Work, Psychology, Nursing or Allied Health Sciences or working towards completion of relevant qualification.
- Certificate IV in AOD or have completed the required competencies (or able to complete within the first 12 months of employment).
- Competencies in dual diagnosis (or able to complete within the first 12 months of employment).
**Note: refer to Appendix A for details on competencies.*
- Satisfactory outcome of a confidential Police Check and Working with Children Check. OHV is committed to child safety and is a child safe organisation
- Eligibility to work in Australia
- Empathy for those whose lives have been affected by problematic alcohol and other drug use/ and or mental health disorders
- Possession of a current Victorian Driver's License
- Information technology skills, including proficiency in Microsoft Office suite.

Desirable Requirements

- First Aid Certificate.
- Current knowledge of OH&S practices.

****Appendix A***

AOD Competencies

OHV requires people in clinical positions to have the following competencies (or their equivalent). Where people do not already have these competencies OHV will invest in the person's professional development by providing them through its RTO. The timeframe for completion of the minimum competencies is to be agreed between the manager and employee.

The competencies required are:

- **CHCAOD001** - Work in an alcohol and other drugs context
- **CHCAOD004** - Assess needs of clients with alcohol and other drugs issues
- **CHCAOD006** - Provide interventions for people with alcohol and other drugs issues
- **CHCAOD009** - Develop and review individual alcohol and other drugs treatment plans