



## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	Dual Diagnosis Outreach Counsellor
<b>PROGRAM:</b>	AOD, Therapeutic Services
<b>STATUS:</b>	Full-time (60.8 hrs per fortnight), Fixed Term (until 30 June 2026), extension dependent on funding
<b>REPORTING TO:</b>	AOD Program Manager
<b>LOCATION:</b>	200 Hoddle St, Abbotsford, with strong outreach focus and part-time co-location in the inner west.
<b>CLASSIFICATION:</b>	VAC/GMHC Employment Agreement April 2014, SCHCADS/SACS Level 5. <b>Thorne Harbour Health pays above award rates.</b>

### 1. ORGANISATIONAL ENVIRONMENT

Thorne Harbour Health is an LGBTIQ+ community-controlled organisation, governed by our members, and working for our sex, sexuality and gender diverse communities.

For 35 years as the Victorian AIDS Council (VAC), the organisation led the Victorian community's response to HIV and AIDS. Our work has now moved beyond Victoria, and Thorne Harbour Health is responding to a broad range of issues. Thorne Harbour Health aims to improve the health, social and emotional well-being of LGBTIQ+ communities and those living with or affected by HIV, with a particular emphasis on bringing the HIV and AIDS epidemic to an end.

#### Our Vision

We envision a healthy future for our sex, sexuality and gender diverse communities, a future without HIV, where all people live with dignity and wellbeing.

#### Our Mission

We devise and deliver effective community-driven health and wellbeing programs. We advocate to reduce stigma and discrimination.

For more information on our organisation, please visit our website [www.thorneharbour.org](http://www.thorneharbour.org)

#### The Communities We Serve

When we talk about 'the communities we serve', language matters. We use words in ways that acknowledge and demonstrate respect for the way we describe our bodies, genders, and relationships. The terminology our communities use is complex and evolving, and identities can shift and change over the course of a person's life. We now use the LGBTIQ+ acronym as a collective term, but not all see it as inclusive enough. At Thorne Harbour Health, the communities we serve are made up of unique people with diverse backgrounds and experiences who identify as lesbian, gay, bisexual, people with innate variations of sex characteristics, trans and gender diverse, non-binary, intersex, queer, other sexualities, gender bodily diverse people, and all people living with HIV. HIV continues to be important to us because it's where we began and will always be part of our communities'

experience. While we remain committed to using and advocating for inclusive language and will endeavour to always describe people in the way they describe themselves, we will use the term 'our communities' when referring to the diverse communities we serve.

Our work is informed by our communities. We acknowledge the people we have lost to HIV, transphobia, homophobia, stigma, and discrimination. We acknowledge the learnings and guidance from our communities' elders and honour their legacy.

For more information on our organisation, please visit our website [www.thorneharbour.org](http://www.thorneharbour.org)

## **2. PROGRAM CONTEXT, ROLE & FOCUS**

The Therapeutic Services and Capacity Building teams provide specialist services to the LGBTIQ+ community, combining our counselling, alcohol and other drugs (AOD), family violence and capacity building programs. Thorne Harbour Health's Services to the LGBTIQ+ community recognise the importance of specialist responses led by the LGBTIQ+ community for the community. These specialist services target the LGBTIQ+ community and people living with, at risk of, or affected by HIV.

THH's Family Violence Services work with both community members who are victim/survivors of violence in their relationships and those who use violence in their relationships. THH Family Violence Services include counselling, case management, therapeutic group work, men's behaviour change and both victim/survivor and perpetrator brokerage programs. The Family Violence Services team play a key role in building sector capacity to better identify, respond and understand LGBTIQ+ experiences of family violence.

THH's Counselling Service provides therapeutic counselling (individual, couple and family), as well as a range of therapeutic group programs. The counselling team includes clinicians (both paid staff and qualified volunteers) with training in different therapeutic modalities.

THH's Alcohol and Other Drugs team works from a harm reduction framework and provides AOD counselling, peer support and education, casework and group programs to assist people to cease their substance use or reduce the harms associated with their substance use.

Access to therapeutic services at Thorne Harbour Health is facilitated via a central intake and assessment process. Skilled intake and assessment clinicians work with clients to identify their needs, determine the most appropriate service response and maintain supportive contact until service commences.

THH's Capacity Building program develops and delivers education and training initiatives that aim to improve sector capacity to work more knowledgeably and affirmatively with LGBTIQ+ community members. The training and capacity building offered ranges from, alcohol and other drugs, relationship and family violence, trans and gender diverse health, suicide prevention and mental health, HIV prevention and disability inclusion.

All clinical staff across Therapeutic Services have appropriate qualifications in human services work. All staff are expected to participate in regular clinical supervision. Additional group supervision is provided to clinicians who provide services to people who use violence in their relationships.

## **3. POSITION ROLE AND RESPONSIBILITIES**

The AOD Dual Diagnosis Outreach Counsellor supports positive behavioural change in the AOD client through the delivery of evidence-based therapeutic individual counselling and brief interventions to

clients and their families. Services range from a brief intervention/single session to extended periods of work.

This is a key role in expanding an LGBTIQ+ Alcohol and Other Drug outreach model of care in the northwest of Melbourne and includes opportunities for networking, collaborative service delivery and targeted professional development.

Key roles and responsibilities of the Dual Diagnosis Outreach Counsellor are as follows:

- Deliver high quality, evidence-based, therapeutic counselling interventions of varying duration and intensity to individuals, families and groups.
- Deliver counselling services in a range of accessible locations, including on-site, at community health service outpost locations and at client residences.
- In collaboration with the client, and their family:
  - Determine details and the type of AOD counselling intervention/s required to address the therapeutic needs of the client, building on the treatment plan provided at intake and assessment
  - Deliver evidence-based psychosocial interventions including but not limited to brief interventions, cognitive behavioural therapies, community reinforcement therapy, contingency management, motivational enhancement therapy, social behavioural therapy and group work
  - Undertake exit planning
- Liaise with other care coordinators regarding care planning, referrals, and client progress
- Maintain the required clinical caseload and accurate records of client case notes and contacts to ensure data entry on the client data base is up to date, accurate and complete
- Achieve performance targets as set and work within Program guidelines
- Participate in AOD service activities aligned with accreditation processes.
- Provide secondary consults as requested focusing on LGBTIQ+ Alcohol and other Drug service delivery to co-located colleagues at Taskforce
- Work within THH privacy policy and adhere to all THH policies and procedures, including professional codes of practice

#### **4. KEY SELECTION CRITERIA**

##### **Qualifications**

- Tertiary qualification relevant to counselling practice such as Social Work, Counselling or Psychology, and eligibility for membership of a relevant governing body (e.g., AASW, AHPRA, APS, PACFA)
- A graduate qualification in AOD, a Certificate IV in AOD, AOD key competencies, or willingness to undertake AOD competency training within 12 months of employment.

##### **Skills and experience**

- Knowledge of and experience with evidence-based therapeutic frameworks suitable for short to mid-term counselling practice including brief interventions and motivational interviewing
- An understanding of the interconnected nature of problematic substance use and a psychological health diagnosis.
- Experience and competence in the provision of assessment, treatment planning, and discharge planning
- Commitment to recovery-oriented approaches within a harm minimisation framework, acknowledging and building on people's own resilience and resources

- Advanced organisational skills, demonstrating capacity to provide client centred care coordination across providers to facilitate service access and care continuity
- An interest and willingness to work with people from LGBTI communities, including people in a non-judgmental and respectful manner
- Highly developed oral and written communication, organisational and administrative / reporting skills

#### **Desirable**

- An understanding of, and affinity with, the communities we serve.

### **5. CONDITIONS OF EMPLOYMENT**

- Salary is paid in accordance with the VAC/GMHC Employment Agreement 2014. The classification for the position is SCHCADS/SACS Level 5.
- Salary packaging is available at Thorne Harbour Health; it is a legitimate method of restructuring existing salary into a combination of salary and expense payment benefits to provide a higher net remuneration for the employee.
- Employer's contribution to superannuation will also be paid.
- Conditions of employment are as stated in the VAC/GMHC Employment Agreement 2014.
- The position is for 30.4 hours per week.
- Completion by Thorne Harbour Health of a satisfactory police check.
- Evidence of a successful Working with Children Check.
- A willingness and ability to work flexible hours is required, including some early morning, evening and weekend meetings and other work-related commitments.
- A Confidentiality Agreement must be signed.
- Thorne Harbour Health is an equal opportunity employer. All staff members are required to contribute to creating a non-discriminatory workplace.
- Thorne Harbour Health provides a non-smoking workplace.
- Membership of the appropriate union is strongly encouraged.
- Candidates must have full working rights in Australia and may be required to provide proof of this eligibility.

### **6. PROFESSIONAL SUPERVISION**

Thorne Harbour Health has a commitment to ensuring that staff members receive high quality supervision on a regular basis. This role is required to attend this supervision.

### **7. WORKPLACE HEALTH & SAFETY**

As an employee of Thorne Harbour Health, staff need to strive to ensure a safe and healthy workplace by complying with the provisions of Section 25 of the Occupational Health and Safety Act 2004 (Duties of Employees).

### **8. APPLICATION PROCESS**

Written applications addressing the selection criteria and including a resume and the names and contact details of three professional referees should be sent via [our job listing in Employment Hero](#).

For further enquiries, please contact Maycon Merlo, Acting AOD Counselling Practice Lead via email - [maycon.merlo@thorneharbour.org](mailto:maycon.merlo@thorneharbour.org)

**Applications close on Sunday 19 October 2025**

**Important: it is essential that applicants specifically address the selection criteria. Where selection criteria have not been addressed, applications will not be considered.**