

Position Description

AOD Family Reunification Clinician

Primary Care Connect is a local, not-for-profit organisation who has proudly supported our community for over 30 years. Operating under the social model of health, we offer inclusive community health care services of the highest quality. We work collaboratively with our clients and other services to best support the health and wellbeing needs of all people. We pride ourselves on providing trauma-informed, person centered and consumer-driven care that allows people to take control of their lives and bring about meaningful change.

Visit our website www.primarycareconnect.com.au for our organisations vision, journey and strategic direction.

Award: Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022-2026

Classification: SACS Level 4

Probation Period: Six-months from start of employment

Documentation: All positions will require a National Police Check, Valid Victoria Working with Children Check, proof of valid qualification credentials prior to commencing employment.

Primary Care Connect Vision

Everyone in our community is connected, supported and empowered to lead safe, healthy and happy lives.

Primary Care Connect Values

It is a requirement of all positions that all work will be undertaken in line with Primary Care Connect values as follows:

- **Individuality:** We recognise everyone is unique and we strive to understand and build on their strengths.
- **Growth:** There are many different paths to a solution, and we support people on their journey.
- **Meaningful Connections:** We bring our focus and skill to build meaningful connections.
- **Community:** Through equity and quality, we strive to improve the health and wellbeing of our community.

Position Summary

The Family Reunification AOD program is aimed at supporting parents where completion of alcohol and other drug (AOD) treatment is one of the conditions included in family reunification orders. The purpose is to improve timely access to the treatment required within the timeframes specified in family reunification orders.

The AOD Clinician Family Reunification (FRO) is responsible for providing AOD assessments and counselling, case management and outreach (Care and Recovery) to parents who are required to comply with AOD treatment conditions as part of their child's family reunification order.

The purpose of this position is to reduce AOD related harms to individuals and their families by providing assessments and therapeutic interventions, including assertive outreach. The key responsibility of the position is to provide family-sensitive AOD counselling with practical and emotional goal-focused support (including home-based support) to a caseload of families including children, parents, and other carers..

Position Context

Reporting to the Manager of Alcohol and Other Drugs, and a member of the AOD team this role is based in Shepparton with significant community outreach to support individuals and families as required across the Greater Shepparton, Mitchell, Moira, Murrindindi and Strathbogie shires. It is also expected that the FRO works within the larger Primary Care Connect team and networks with external organisations.

Key Performance Indicators

The key performance indicators for this position are the expected outcomes of this role. Timelines for achievement of key performance indicators will be set within the first month of employment and include clear objectives to be achieved throughout the year.

- This position when full time, requires a minimum of 1380 contact hours per annum. A part time role is adjusted accordingly.
- Conduct yourself in accordance with Primary Care Connect core value and behaviours

Position Key Responsibilities and Expected Outcomes

Working under general direction, the role performs duties of a specialised nature in the application of knowledge and skills gained through relevant qualifications and previous experience in the discipline, and is expected to contribute knowledge in establishing procedures, and exercise judgement where procedures are not clearly defined.

The role undertakes responsibility for the following varied activities:

Program Implementation

- Providing high quality engagement, assessment and treatment services to individuals and their families, through evidence-based, therapeutic counselling and group work to reduce use and harms associated with AOD misuse.
- Providing care and recovery coordination including information, education, and practical assistance to clients to reduce the harms of their substance use
- Providing families with social and community support through establishing and strengthening family-community links
- Liaise closely with Child Protection Unit wholistically to support clients in achieving outcomes.
- Providing client education on AOD use and referral to specialist services as required.
- Providing exit and post treatment support plans
- Developing treatment plans and providing effective AOD counselling interventions to meet the individual needs of clients and their families, that incorporate the best interests of children.
- Implementing therapeutic approaches that may consist of motivational interviewing, Family Inclusive Practice, CBT, ASIST, Single Session Family Work, Relapse prevention, Trauma informed care, Mental Health First Aid etc.
- Considering the needs of and identifying risks to vulnerable children, working with families to develop safety plans, and facilitating referrals to partner Child First and Family Service agencies where indicated.
- Respond to family violence at an intermediate level by using the Multi-Agency Risk Assessment and Management (MARAM) Framework to assess family violence risk, implement risk management strategies and refer victim survivors to services for family violence support.
- Facilitating interim support for clients awaiting commencement of counselling
- Contributing to the Clinical Review process
- Participating in the ongoing development of the AOD Family Reunification Counselling Program towards the achievement of the program's objectives
- Collaborating with Other AOD agencies to increase the level of child, parenting and family support offered to their clients.

Quality

- Maintaining records and providing reports as requested.
- Attending, and contributing to, regular staff meetings and in-service training sessions
- Contributing to continuing quality improvement processes
- Adhering to, and keeping informed of, relevant legislative compliance requirements along with reporting any perceived breaches, risks, hazards, incidents, and complaints
- Actively participating in ongoing professional development, individual and group clinical supervision, and relevant training

Networks

- Developing and maintain collaborative and productive working relationships with internal and external stakeholders.
- Providing secondary consultation to professionals working with substance abuse and family issues
- Participating in professional forums and the development of professional networks
- Undertaking other duties as required

Qualifications and Experience

1. Relevant Health, Social or Welfare related tertiary/degree qualification with one years' experience or Associate Diploma with relevant experience.
2. Certificate IV in AOD assessment, treatment planning, counselling, and case management.
3. High level written and oral communication skills.
4. Highly motivated, self-directed, ethical and results driven.
5. Sensitivity to the needs of all family members including children and parents.
6. Commitment to a strengths-based practice
7. Ability to develop client treatment plans collaboratively with clients and undertake therapeutic, child and family interventions in groups and with individuals.
8. Strong organisation and time management skills with the ability to work autonomously.
9. Effective and timely problem-solving skills
10. Knowledge and understanding of: Child and family developmental processes and relevant risk and protective factors; Family violence interventions; AOD / Mental health issues; and Relevant legislation and policies

Key Selection Criteria

The following criteria must be met and addressed in applications for consideration for this position:

Essential

- Relevant Health, Social or Welfare related tertiary/degree qualification with one years' experience or Associate Diploma with relevant experience.
- Certificate IV in AOD.
- Satisfactory outcome of a confidential Police Check and Working with Children Check. PCC is committed to child safety and is a Child Safe organisation.
- Eligibility to work in Australia.
- Willingness to travel within the catchment to meet the requirements of the job and to work out of different partnership locations.
- Willingness to work outside normal business hours on a negotiated basis.
- Competencies/training in providing clinical supervision (or willingness to complete within the first 12 months of employment).
- 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.

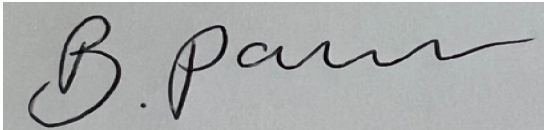
Desired

- Therapeutic counselling skills including knowledge of family systems
- Registration with a relevant professional body
- Competencies in dual diagnosis (or able to complete within the first 24 months of employment).
- First Aid Certificate
- Current knowledge of OH&S practices.

Position Approval

The details contained in this position description are an accurate statement of the scope, conditions, duties, responsibilities, and all other requirements of above titled position.

Approved By:



Broni Paine

Executive Manager Community Services

Approval Date: 7 April 2026

Primary Care Connect (PCC) is committed to supporting the safety, wellbeing, culture and participation of all children and young people. We have a zero-tolerance policy to child abuse and neglect; we work to identify early risks and take action regarding all allegations and safety concerns. As a Child Safe Organisation every employee and volunteer is required to have a current Working with Childrens Check.

Primary Care Connect acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of the land and acknowledges and respect to their Elders, past and present.

We welcome people of any age, gender, sex, sexuality, culture, religion, and ability.