



POSITION TITLE:	Youth Specialist AOD Early Intervention Practitioner
POSITION NUMBER:	HS020
POSITION LOCATION:	Warrnambool
CLASSIFICATION:	SCHADS Level 3 - 4 (PayPoint will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
TEAM /DIVISION:	Youth Specialist AOD Programs – Health Services Division
EMPLOYMENT CHECKS:	Current National Police Check, Working with Children Check and DWES List Check.

OUR ORGANISATION

Brophy Family and Youth Services is a quality accredited not for profit organisation, with a community based Board of Directors. Our service provides a wide range of family, youth and children services across South West Victoria. We are a multi – site organisation, and employees may be required to work at any of our sites. These sites are based in Warrnambool, Portland, Hamilton and Colac.

Brophy Family and Youth Services actively values and promotes diversity in our community and affirms our commitment to always be inclusive and respectful to all, regardless of gender, age, race, sex, sexual orientation, religion, level of ability, cultural or language background.

We welcome people who are LGBTIQ+ (lesbian, gay, bisexual, transgender, gender diverse, intersex, queer, plus other sexual minority identities).

Our values are: Social justice, Professionalism, Empowerment, Responsiveness and Partnership.

DIVISION AND PROGRAM OVERVIEW

The Health Services Division provides early intervention health services across the following programs:

- Headspace Warrnambool provides early intervention health services to young people aged 12 – 25 years along with assistance in promoting young peoples' wellbeing. This covers four core areas: mental health, physical health, work and study support and alcohol and other drug services and community awareness and engagement strategies to reduce stigma and promote early help seeking behaviour.
- Headspace Portland is a satellite service governed by headspace Warrnambool, provides early intervention mental health services to young people aged 12 – 25 years along with assistance in promoting young peoples' wellbeing with referral pathways to physical health, work and study support and alcohol and other drug services.
- Psychological Therapy Services for 12 years and under; 12 years and over and suicide prevention.
- Doctors in Secondary School (DiSS) at Brauer College.

- Enhancing Mental Health Support in Schools Program.
- Drug and Alcohol Responding Early (DARE) for young people at risk of substance use aged 12 - 25 across the south west region.
- WILD adventure therapy program for young people aged 12 - 25 at risk of substance use and mental health problems.

Brophy Family and Youth Services is the Lead Agency for the headspace Warrnambool Consortium.

PRIMARY PURPOSE OF ROLE

The Youth Specialist AOD Early Intervention Practitioner is responsible for engaging young people at risk and/or harm of substance use through the delivery of a range of evidence based interventions. The position will work collaboratively within the multi-disciplinary team to offer an evidence informed youth friendly service. The program is funded by the Department of Health and Human Services, and the Western Victorian Primary Health Network. The team consists of 2.8 EFT and its objectives are to provide an integrated early intervention service response to young people at risk and or harm from alcohol and drug concerns and build the capacity of key youth services to effectively identify and refer young people with emerging substance use.

Key strategies to be employed will include:

- Undertaking screening, assessments and case management engagement strategies to support young people through their journey
- Improving the referral pathways for young people so that they can access AOD and other psychosocial support services seamlessly.
- Develop and deliver an integrated approach to meet young people's multiple needs through a range of multi-faceted interventions including outreach, 1:1 counselling and group work sessions, care coordination and family work, brief interventions, adventure based learning and life skilling activities (WILD).
- Delivery of evidence based and relevant harm reduction and psychoeducation to promote health and safety for young people engaged in the DARE program.
- Utilising a trauma informed framework through which to deliver the service.
- Offering brief information and advice to services, young people and their families
- Provision of evidence based secondary consults and workforce development training to schools, organisations and professionals supporting young people within the region.

This position is required to establish appropriate community contacts, develop and maintain professional working relationships with a broad range of stakeholders and funding partners in the provision of the program's services to achieve improved outcomes for clients.

ORGANISATIONAL RESPONSIBILITIES AND ACCOUNTABILITIES

The Youth Specialist AOD Early Intervention Practitioner will work as a member of the DARE Team. The team, operate as part of a multi-disciplinary team to facilitate access to and delivery of early intervention drug and alcohol support.

They will also liaise with multidisciplinary team members, Brophy program workers and established service partnership contacts; maintain professional working relationships in the provision of the program to achieve improved outcomes for young people.

A commitment to deliver excellent customer service to a diverse range of young people who are at risk is required, demonstrating skills to work within a team and also working independently within the

community along with the ability to negotiate, consult and liaise within a multidisciplinary team environment and other partnership contacts is key to this role.

The role requires the ability to travel throughout the GSC region and delivery of outreach services.

This role requires the ability to make sound decisions, in some instances in crisis or stressful situations, whilst maintaining confidential and professional boundaries.

REPORTS TO

The position reports to and is supervised by the Youth Specialist AOD Team Leader – Health Services Division.

KEY RESPONSIBILITIES

Personal and Professional

- Demonstrate a commitment to ongoing skill development and training relevant to the role both personally and professionally.
- Participate in supervision, secondary consultation within scope of practice and professional development as negotiated with Line Manager.
- Participate actively in team meetings, team planning days and agency activities to ensure an integrated approach to service delivery.
- Participate in all core training designated by the Community of Practice to ensure integrity of the agreed model of service delivery.
- Apply and demonstrate a professional code of conduct and Advantage Thinking framework to practice in the delivery of the program.

Technical Skills

- Undertake case work with young people who are at risk from substance use or at risk of harm from problematic substance use and who may have a range of complex needs. This includes:
 - Screening
 - Comprehensive psychosocial assessment
 - Risk management
- Mutual and holistic support planning that focuses on: Developing trusting and professional relationships with clients, increasing protective factors and reduce risk taking behaviours, Harm minimisation, building levels of social connectedness
- Appropriate evidence base interventions based on trauma informed, strength based approach.
- Developed understanding and confidence of online support options for service delivery ie: telehealth.
- Exit planning to ensure step down approach to the support that is offered
- Use creative and assertive approaches to engage young people to seek help early to support their health needs.
- Proactively undertake case coordination and key worker activities including onward referrals, care team meetings with relevant stakeholders and care planning.
- Undertake mediation and family work with young people at risk to strengthen relationships and provide evidence based psychoeducation support.
- Demonstrate an understanding of the needs of children and young people in families who are at risk of problematic substance use
- Support the development and delivery of group programs for young people affected by or at risk and or harm from substance use through a variety of face to face and online modalities.

- Working collaboratively and effectively within the team environment by participation in the delivery of a range of evidence based, trauma informed, adventure based activities and interventions.
- Maintain positive relationships with schools, community groups, service agencies and youth related sectors to facilitate referral pathways to relevant services to support young people's goals and outcomes.
- Deliver the Youth AOD program services in accordance with program service plans, funding agreements, service standards and practice frameworks.
- Ensure a professional standard of care and service provision according to the philosophy of Brophy Family and Youth Services.
- Ensure you comply with all legislation, standards, policies and contemporary evidenced based practices relevant to Youth AOD program.

Customer Service

- Continually build strong supportive relationships with youth related services.
- Provide and engage in assertive outreach within Great South Coast Consortium catchment areas inclusive of Warrnambool, Portland, Hamilton and surrounding areas.
- Promote the DARE program and other Brophy programs throughout the region.
- Maintain professional working relationships with other agencies including the education sector, health, welfare, government and non-government organisations and community groups.
- Display an awareness of the needs of clients from Aboriginal and diverse cultural backgrounds.
- Demonstrate an understanding of rural communities and the issues they face.
- Promote the program's services and the Agency throughout the region.
- Develop and maintain effective working relationships with a broad range of stakeholders and services, across a variety of sectors to ensure an integrated and collaborative approach that supports positive client outcomes.
- Demonstrate an awareness and practice in response to the diverse needs of clients.
- Demonstrate an understanding of rural communities and the issues they face.

Continuous Quality Improvement

- Seek regular consumer feedback regarding the effectiveness of the programs services as part of BFYS Clinical Governance Framework.
- Participate in program evaluation activities that promote advantaged thinking and contribute to improved outcomes for clients.
- Participate in and contribute to BFYS quality improvement processes and other activities to meet service and accreditation standards.

Team Work and Communication

- Develop and promote and foster a team culture within the Youth Specialist AOD Team, across the organisation and other service providers.
- Demonstrate effective collaborative practice within the team whilst maintaining the ability to work independently within the community to deliver all aspects of Youth AOD Early Intervention Program.
- Develop and demonstrate effective team communication and culture and ensure optimum client outcomes by working professionally and co-operatively with all organisational staff.
- Provide support to team members, including team meetings and team service delivery planning.
- Contribute to the development and support of a team culture to developing positive language and talent-building.
- Manage conflict and disputes in a professional manner and in accordance with Brophy policy and procedures.

- Promote effective team communication and development by working professionally and co-operatively with all stakeholders to achieve the Agency's objectives.
- Participate in the development of consumer participation activities within your team and Agency.
- Undertake other appropriate duties as directed by the Line Manager.

Administration and Documentation

- Maintain accurate and timely records specified by funding bodies and agency client data systems.
- Take responsibility for accurate, confidential and timely case-noting, record keeping, filing and general maintenance of client information, in accordance with relevant program and agency requirements and standards.
- Ensure all relevant program planning, documentation; evaluation and reporting are completed in a timely and accurate manner.
- Ensure all relevant policies and procedures are implemented and adhered to, including the complaints handling procedures and methods for responding to critical incidents.

GENERAL RESPONSIBILITIES

- Adhere to Brophy's Employee Code of Conduct, and internal policies and procedures.
- Actively participate in all required supervision, annual performance management process, professional development and training activities.
- Participate in and contribute to Brophy Family and Youth Services quality improvement process and other activities to meet service and accreditation standards.
- Participate and contribute to the culture of a Learning Organisation environment.
- Maintain a healthy and safe work environment including supporting the monitoring and management of risk and WHS systems.
- Participation in the development of consumer's participation activities within your program and Brophy.
- Demonstrate and commit to Brophy's organisational values and model these on a daily basis.

This position description describes in general terms the requirements for this position to operate on a normal day to day basis. However, these duties maybe amended or varied from time to time, within the normal capacity of the role without changing the level of responsibility.

KEY SELECTION CRITERIA

Qualifications:

- A minimum qualification of a sector recognised and accredited Bachelor of Social Work or Diploma in Community Welfare Work or equivalent. (Qualifications must be approved by recognised professional bodies: ie. AASW, Community Services Council, APS etc.)
- Eligibility or working towards delivery of multiple mental health streams (Desirable not Essential).
- A current Drivers Licence.

Experience, Skills and Abilities

The successful candidate will have the best combination of the following characteristics:

- Knowledge around the prevalence and patterns of adolescent AOD use and strategies that support successful engagement and access to services earlier to prevent harmful AOD usage.
- Demonstrated knowledge and experience of engaging with, delivering evidence based interventions and advocating on behalf of young people.
- Developing and delivering a range of evidence based interventions that respond to the diverse presentations and needs of young people.

- Demonstrated experience of working in an outcomes-focussed environment.
- Excellent organisational skills including the ability to handle a variety of tasks concurrently and within specific timelines.
- Knowledge of youth related and AOD services and networks in the community and an understanding of their needs and interests.
- Demonstrated knowledge and understanding of the appropriate legislation, case management practice, and the ability to adhere to policy and procedures.
- Excellent communication and interpersonal skills including the ability to demonstrate experience in liaising with a diverse range of clients.
- Ability to maintain positive, effective working relationships with colleagues, peers, and relevant stakeholders in a wide range of government, business and community organisations.
- Ability to use Microsoft office suite of products, along with experience in electronic databases and case file noting.

AUTHORISED BY

NAME: Anne Waters
POSITION: Executive Manager – Health Services
DATE: July 2020

ACCEPTED BY INCUMBENT

NAME: _____
SIGNED: _____
DATE: ____/____/____