



Clinical Worker

APPLICATION PACK

Position Title	Clinical Worker
Program/Division	Creating Options Program
Pay Level	Social, Community Housing & Disability Services Award Level 5
Position Type	68.4 hrs per fortnight
Location	Cunnamulla
Contact	Katie Farmer, Support Services Co-ordinator
Phone	07 3620 8801
Email Application	katief@drugarm.com.au
Closing Date	Please submit your application as soon as possible for consideration.

All Applications must include the following to be considered for the advertised position:

- ☒ Cover Letter
 - ☒ Resume
 - ☒ Written responses to Selection Criteria
 - ☐ Working with Children Check
 - ☐ National Police Check
 - ☐ Proof of Professional Body registration
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About the Organisation

Drug Awareness Rehabilitation and Management (Drug ARM) is a not-for-profit organisation founded upon Christian principles. Drug ARM is committed to reducing harms associated with alcohol and other drug use and provides a range of specialised services for individuals, families and communities throughout New South Wales, Queensland, and South Australia.

Accountability

- To:** The Drug ARM Executive Director (ED) or nominee
- By:** Providing verbal and written reports on a monthly basis, or as otherwise required;
- For:** The effective and efficient delivery of roles and responsibilities in line with the policies, procedures and practice frameworks, defined outcomes and the position description.

Background

Queensland Health is funding Drug ARM to deliver a specialised alcohol and other drug psychosocial service to Aboriginal and/or Torres Strait Islander adults (18 years and over) with complex/high needs and who are experiencing problematic alcohol and other drug use. The new service will compliment Drug ARM's large range of existing services and will represent a program with positions in rural and regional locations across the state.

Position Overview

The Clinical worker will deliver a 'no wrong door' policy where referral into the service will lead to a timely eligibility intake process. The worker will adopt case management and care coordination approaches and deliver culturally appropriate psychosocial interventions in community based, non-residential settings. Some telephone/online options may be offered to complement face to face interventions as necessary or as clinically indicated as part of an agreed treatment plan. While based in Cunnamulla the worker will provide out client opportunities in Thargomindah and Bollon.

Position Responsibilities

The **Clinical worker** will be responsible to operate within the framework and principles of harm minimisation as articulated in *National Drug Strategy 2017-2026*, the National Aboriginal and Torres Strait Islander Peoples' Drug Strategy (2014-19) and the Queensland Alcohol and Other Drug Treatment Service Delivery Framework 2015 (and subsequent revisions of these documents)

The clinical worker will;

- recognise the spectrum of substance use and stages of change
- work with clients across all stages of substance use

- respond to the full range of psychoactive substances available (including alcohol, tobacco, licit and illicit drug use, pharmaceutical drug misuse, emerging synthetics, poly drug use)
- consider the support needs of the client and their family, including dependent children.
- respond to the method of use and associated risk factors, in recognition of the fact that drug use trends change rapidly
- flexibly meet clients' and needs varying including ways to maximise participation such as outreach, and hours of operation.

Core components of the role will include intake, screening and assessment, treatment planning, brief interventions, counselling using endorsed therapeutic approaches, harm reduction education and information, referral to other services, discharge planning and post-treatment support. Counselling may include group and individual sessions.

Requirements

1. Deliver culturally appropriate out client psychosocial interventions to, Aboriginal and/or Torres Strait Islander adults aged over 18 years with complex/high needs, additional to moderate to severe alcohol and other drug use.
2. Maintain an effective promotion and engagement strategy with local community and ensure services are accessed by residents in the area who are over 18 years old.
3. Provide counselling sessions to identify goals and psychosocial issues, discharge/post treatment (relapse prevention) Counselling may include group facilitation
4. To ensure the service is delivered across a range of hours including before, during and outside standard work hours.
5. Provide access to the service across a range of hours including, during and outside standard work hours, and while based in Cunnamulla provide out client opportunities to Thargomindah and Bollon.
6. Work with other relevant service providers and agencies as indicated in treatment planning.
7. Adapt to local needs and sector changes including those related to changing needs of clients and the community and/or innovation in service models.
8. Other duties as required from time to time to enhance services

Pre-requisites for the Position

Qualification and Experience:

- Undergraduate qualifications in health/human services; minimum two (2) years' experience in the sector; and membership with a relevant professional body **OR**

- Achievement of/be working towards a relevant undergraduate qualification with experience in delivering alcohol and other drug services; *OR*
- Certificate or Diploma level qualifications with strong experience in delivering AOD services: **OR**
- No qualifications but intensive experience in delivering AOD services.

Staff will be required to have membership with a relevant professional body (or be working towards) and be a holder of a current Blue Card.

Skills, Knowledge, Experience, Qualifications and/or Training:

- Knowledge of statutory requirements relevant to work;
- Knowledge of organisational programs, policies and activities
- Sound discipline knowledge gained through experience, training or education;
- Knowledge of the role of the organisation and its structure and service;
- Able to build effective relationships and partnerships
- Strong communication skills
- Strong community links

Attitude:

- Adhere to and practice the organisation's mission, vision and core values
- Be proactive, positive, enthusiastic, energetic, responsible and friendly
- Provide positive constructive feedback for fellow staff, supervisors, volunteers and students
- Be committed to providing quality

Selection Criteria

Please respond to each criteria question to the best of your ability.

It is not expected that all applicants will have the required experience, skills and/or knowledge in all of the identified areas. The most suitable candidate may be the one who is honest about his/her limitations and openness to new learning and skills.

- SC1** Relevant qualifications and/or experience based on the pre-requisites for this position.
- SC2** Demonstrated understanding of alcohol and other drug issues and psychosocial issues affecting adults aged over 18 years with complex/high needs, additional to moderate to severe alcohol and other drug use.
- SC3** Demonstrated experience in delivering culturally appropriate psychosocial interventions, using a case management and management and care coordination approaches including group facilitation.
- SC4** Demonstrated understanding of culturally sensitive practice
- SC5** Effective networking and partnership skills focusing on establishing and maintaining culturally appropriate and seamless referral pathways.

- SC6** Good interpersonal skills including communication skills, and demonstrated ability to establish effective working relationships.
- SC7** A good knowledge of, and skills in using the internet, Microsoft Outlook, report writing and client management databases.

Other Requirements

- ☒ Willingness to work within the spiritual principles of the organisation
- ☒ Police and/or Security clearances
- ☒ A valid Australian Driver's Licence
- ☒ Travel to the National Office or other locations for development and training