



# Clinical Worker

## APPLICATION PACK

Position Title	<b>Clinical Worker</b>
Program/Division	Creating Options
Pay Level	Social, Community Housing & Disability Services Award Level 5
Position Type	68.4 hours per fortnight
Location	Goondiwindi
Contact	Katie Farmer, Support Services Co-ordinator
Phone	07 3620 8801
Email Application	<a href="mailto:katief@drugarm.com.au">katief@drugarm.com.au</a>
Closing Date	6 April 2020

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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 ARM (Awareness Rehabilitation, Management) 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 Executive Director 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 service to persons 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

### Program Overview

The Objective of the Program is to provide a drug and alcohol counselling, group support and care coordination service for people in Goondiwindi and surrounding increasing current capacity in the region.

Delivered in accordance with Harm Minimisation and the Bio-psycho-social model and Recovery orientation as outlined in the Model of Service, it will support integrated approaches to treatment services and focus on improving care coordination at the local level.

### Position Responsibilities

The Clinical worker will be responsible for delivering intensive clinical support services for individuals seeking support to address substance misuse and associated issues.

The Clinical Worker will:

- Operate within the framework and principles of harm minimisation as articulated in *National Drug Strategy 2010-2015*
- Recognise the spectrum of substance use and facilitate flexible and stepped care models tailored to individual need and stages of change.
- Build and maintain active professional links to General Practices, Aboriginal Community Controlled Health services to deliver multi-disciplinary team based services.
- 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)
- Improve continuity of care through use of eHealth initiatives
- Respond to the method of use and associated risk factors, in recognition of the fact that drug use trends change rapidly
- Demonstrate accessibility through prioritising assertive outreach strategies
- Be flexible, responsive, holistic and responsive to diversity
- Be client centred

The Clinical worker works within a team and has accountability and responsibility for

delivering a professional service that aims to meet benchmarks set for the program. The position reports to the Service Operations Manager.

## Role & Responsibilities

- Working within a harm minimisation framework using a biopsychosocial approach, , Clinical workers will deliver a spectrum of service interventions; assessment, group support, case management/care coordination, case formulation, counselling, psycho-education, social skills training, relapse prevention and referral strategies to clients seeking to address substance misuse and associated issues.
- Have thorough knowledge and clear understanding of program eligibility for all Drug ARM programs and relevant external services.
- Develop partnerships and relationships with key stakeholders to enhance referral pathways, shared care and discharge planning opportunities are maximised
- Engage in care coordination with other agencies, professionals and services to ensure quality wrap around care and care planning is achieved
- Recognise Consumer rights and Legislative requirements, including but not limited to obtaining consumer consent and communicating the organisations Privacy Policy
- Record case notes and data in a timely manner consistent with confidentiality and professional standards. Analyse and interpret statistical data and client feedback on a regular basis to inform practice and identify trends that may affect service delivery.
- Contribute to the design and development of procedures and associated work functions
- Apply professional, ethical and legal requirements in service provision.
- Demonstrate ongoing contribution to the quality improvement initiatives of the organisation
- Apply contemporary HR practice and at all times contribute to Work Place Health and Safety and Risk Management processes
- Support the marketing, promotion and fundraising activities of the organisation
- Be willing to perform other duties as reasonably required

## Requirements of 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:

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 with Aboriginal Torres Strait Islanders/CALD groups
- Strong communication skills
- Strong community links
- Strong leadership skills and ability to work in a team

### Prerequisites for the Position

#### 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 programs and excellent services and support that represent leadership and innovation

#### Other Requirements

- Willingness to work within the Christian 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;

### ESSENTIAL SELECTION CRITERIA:

- SC1** Relevant qualifications and/or experience based on the pre-requisites for this position.
- SC2** Demonstrated understanding of alcohol and other drug issues and and other at-risk behaviours
- SC3** Demonstrated clinical skills in assessment, case management, case formulation, counselling, detox support, psycho-education, social skills training, relapse prevention, care coordination and referral strategies.
- SC4** Demonstrated experience in facilitating group support
- SC5** Ability to work collaboratively with key stakeholders, partners and other service organisations Including effective networking and partnership skills, including links with General practitioners, including Indigenous health care providers, and other primary health care providers
- SC6** Good interpersonal skills including communication skills, and demonstrated ability to establish effective working relationships.
- SC7** Demonstrated understanding of culturally sensitive practice and experience in working in Indigenous communities

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