

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

OUR ORGANISATION

Brophy Family and Youth Services is a quality accredited Child Safe, 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), and are accredited under the Rainbow Tick Standards for LGBTI inclusive practice.

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

DIVISION AND PROGRAM OVERVIEW

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

- Drug and Alcohol Responding Early (DARE) for young people at risk of harm from substance use aged 12 - 25 across the south west region incorporating WILD adventure therapy interventions for young people aged 12 - 25 at risk of substance use and mental health presentations.
- 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. We endeavour to promote community awareness and engagement strategies to reduce stigma and early help seeking behaviour.
- Headspace Portland is a satellite service governed by headspace Warrnambool, providing an early intervention mental health service 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 and outreach GP services on site at Warrnambool College and South West TAFE.
- Enhancing Mental Health Support in Schools Program – in 10 allocated schools in the South West region.

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

PRIMARY PURPOSE OF ROLE

The **Youth Specialist AOD Practitioner** is responsible for engaging young people affected by substance use through the delivery of a range of evidence based interventions.

Working collaboratively within the multi-disciplinary team to offer an evidence informed service, the position will deliver to a large catchment area across the Great South Coast inclusive of Glenelg, Warrnambool, Southern Grampians and Corangamite. The program is funded by the Department of Health and Human Services, and the Primary Health network. The team's objectives are to provide an integrated early intervention service response to vulnerable young people with alcohol and drug concerns and build the capacity of key youth services to effectively identify and refer young people with emerging substance use.

The Youth Specialist AOD Practitioner position requires the successful applicant to:

- Undertake screening, assessments and case management strategies to support young people through their journey
- Improve the referral pathways for young people so that they can access AOD services seamlessly.
- Establish and maintain excellent working relationships with young people, agencies and community groups to help achieve successful outcomes in supporting young people, their family and the broader community.
- Deliver youth AOD evidence based interventions, utilising experience in Harm Reduction, Psycho Education, secondary consults, workforce development and Adventure Therapy in 1:1 and group work capacity on an outreach basis in the community.
- Undertake screening and assessment to identify protective and risk factors for young people and inform goal formulation and future support including building social connectedness; understanding positive risk taking strategies; independent self-care, volunteering and active engagement in community; developing practical life skills; and increasing awareness of support services available to them and their families.
- Deliver effective case management practice through accurate and timely client record management, outcome measures and review.

ORGANISATIONAL RESPONSIBILITIES AND ACCOUNTABILITIES

The **Youth Specialist AOD Practitioner** is responsible for establishing appropriate community contacts and to work towards developing and maintaining working relationships with a broad range of stakeholders in the provision of the program; aiming towards achieving outcomes for young people.

A commitment to provide excellent customer service to a diverse range of clients across a number of issues is required, along with the ability to negotiate, consult and liaise with key industry professionals.

This position is accountable to the Team Leader – Youth Specialist AoD Programs and other related Brophy programs. As a result, this role requires the ability to make sound decisions based on risk planning, which in some instances maybe crisis or stressful situations, whilst maintaining confidential and professional boundaries. The worker is required to work autonomously and as part of a team,

maintain accurate records, expected to actively participate in and contribute to program service planning, evaluation and annual improvement activities to achieve organisational outcomes.

This position is required the eligible worker to provide service across the Great South Coast through Assertive Outreach, Telehealth and phone contact.

REPORTS TO

The position reports to and is supervised by the Team Leader – Youth Specialist AoD Programs.

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.

Technical Skills

- Effectively engage with a diverse range of young people using a variety of strategies and methods.
- Use creative and assertive approaches to engage young people to seek help early to support their health needs.
- Support young people utilising a variety of interventions and frameworks such as: Harm Reduction, Psycho Education, Adventure Therapy, Family Consultation, Developmental Theory, Attachment Theory, Trauma Informed Practice, Solution Focused -Strength Based Practices, Mediation, practical and social support.
- Deliver family inclusive practice principles and frameworks to support young people's goals.
- Undertake effective case management and case work including; intake, assessment, outcome measures, case planning, goal setting, case coordination, supported referrals, case reviews and case closure.
- Develop and review group work program plans, activities and outcomes to identify improvements through reflective practice in collaborative with service partners and client and family feedback.
- Maintain accurate client records and prepare reports for program outcomes as required in a timely manner.
- Develop strong networks and working relationship with other agencies, including government and non-government organisations, community and education sector, whilst advocating for clients and representing Brophy in a professional manner in all dealings.
- Ensure you have access to and comply with legislation, standards, policies, practices and procedures relevant to the program area.
- Ensure a professional standard of care and service provision according to the philosophy of Brophy Family and Youth Services.

Customer Service

- 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

- Support a positive team approach across the program area, Agency and with other service providers and partners.
- 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

- 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 may be 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, Diploma in Alcohol & other Drugs, Youth Work or equivalent. (Qualifications must be approved by recognised professional bodies: i.e. AASW, Community Services Council, APS etc.)
- Willingness to complete AOD core competencies to deliver relevant AOD information.
- A current Drivers Licence.

Experience, Skills and Abilities

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

- Demonstrated experience in working with young people and their families.
- Demonstrated case management in youth alcohol & other drugs work experience in particular engaging at risk or disengaged young people.
- Demonstrated a commitment to and an understanding for continual professional and personal development.
- Demonstrated knowledge and understanding of the appropriate legislation, risk management, case management practice, and the ability to adhere to policy and procedures.
- Excellent analysis, evaluation and report preparation skills.
- 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, case file noting, zoom and office 365.

AUTHORISED BY

NAME: Anne Waters
POSITION: Executive Manager – Health Services
DATE: May 2021

ACCEPTED BY INCUMBENT

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