|  |  |
| --- | --- |
|  | **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 | 76 hrs per fortnight |
| Location | St George |
| Contact | Katie Farmer, Support Services Co-ordinator |
| Phone | 07 3620 8801 |
| Email Application | [katief@drugarm.com.au](mailto: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

**About the Organisation**

Drug Awareness Rehabilitation and Management (Drug ARM) is a not for profit organisation committed to reducing harms associated with alcohol and other drug use. Drug ARM has been a specialist provider of alcohol and other drug services since 1980 and currently operates throughout Queensland, New South Wales and South Australia.

Our vision of flourishing peoples and communities living free from the harms of alcohol and other drugs is achieved through our commitment to delivering the highest standard of awareness, rehabilitation and management solutions.

**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**

Western Queensland Primary Health Network (WQPHN) 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 service will compliment Drug ARM’s range of existing services in Western Queensland (Roma, St George & Charleville)  **Position Overview**

The program is in response to the increase in demand for alcohol and other drug (AOD) treatment, which may be attributable to increasing methamphetamine use through a needs based and targeted response to changing needs in the community. Delivered in accordance with Harm Minimisation and the Bio-psychosocial 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. The program will facilitate and support evidence based treatment for clients as well as flexible and stepped care models tailored to individuals need and stage of change. It will promote linkages with the broader health and support services, to better support integrated/coordinated treatment and referral pathways to support clients, promoting quality improvement approaches and support for primary health professionals and specialists through education and training.

**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 approached, harm reduction education and information, referral to other services, discharge planning and post-treatment support. Counselling may include group and individual sessions.

**Role and Responsibilities**

* Working within a harm minimisation framework using a biopsychosocial approach, that includes stepped care, Clinical workers will deliver a spectrum of service interventions; assessment, case management/care co-ordination, case formulation, counselling, detox support, psycho-education, social skills training, relapse prevention and referral strategies to clients seeking to address substance misuse and associated issues.
* Build relationships with local general practitioners and medical officers under a shared care model of practice.
* Promote the role of general practice through building referrals for assessment, and treatment support for patients experiencing AOD problems
* Improve continuity of care by adopting eHealth initiatives.
* Liaise and care coordinate with local General Practices, Aboriginal Community Controlled Health services and other health professional and service providers to deliver multidisciplinary team based services.
* Deliver quality services in line with funding &/or organisational requirements for the position including telehealth, online supports, and access to digital resources.
* Have thorough knowledge and clear understanding of program eligibility for all Drug ARM programs and relevant external services
* Understand and apply assertive referral practice.
* 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

**Pre-requisites for the Position**

Qualification and Experience:

**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.

Minimum undergraduate qualifications in health/human services with experience in the sector. Three-year degree with two (or more) years of relevant experience. Membership with a relevant professional body preferred.

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 programs and excellent services and support that represent leadership and innovation
* Adhere to the dress code at all times

Other:

* Other duties as required from time to time to enhance service

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 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 delivering multi-modal supports (e.g. telephone, and

online)

**SC5**  Demonstrated understanding of culturally sensitive practice

**SC6** Effective networking and partnership skills focusing on establishing and maintaining  
 culturally appropriate and seamless referral pathways.

**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