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|  | **Clinical Worker**  **APPLICATION PACK** |

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| Position Title | Clinical Worker (AOD Specialist) |
| Program/Division | Intensive Family Support Service |
| Pay Level | Social, Community Housing & Disability Services Award Level 5.1 |
| Position Type | 76 hrs per fortnight |
| Location | Brisbane |
| 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

Proof of COVID-19 Vaccination or approved Medical Exemption (per current Public Health Direction and Organisational requirements)

**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**

The Department of Communities, Child Safety and Disability Services is progressing a range of initiatives to build A child and family support system where vulnerable families and children have access to high quality services at the right time to help them to maintain the family unit. The intent of intensive family support services is to assist vulnerable families to address multiple and/or complex needs and build their capacity to safely care for and protect their children. Engagement with families must involve the active participation of the family in case planning and in demonstrating their willingness for positive change. The IFSS uses a case management model to deliver early intervention and prevention work in the non-statutory child protection sector

**Position Overview**

The Drug ARM employee will be *embedded* in the IFS Service and be primarily located within the Churches of Christ Care (CofC) Intensive Family Support Service (IFSS). The position will be closely linked with Drug ARM and will be required to attend Drug ARM for professional supervision, key network meetings and practice support and advice.

This unique position will work collaboratively as part of a multi-organisational and multi-disciplinarian team to support the delivery of the program within a child safety practice framework.

The position will provide specialist alcohol and other drug case management services; support the development of alcohol and other drug specialist knowledge across the program workforce; and support timely access to broader alcohol and other drug specialist networks.

**Position Responsibilities**

* Child protection and AOD screening processes, including conducting risk and needs assessments, provision of information, advice, referrals, and Relapse Prevention plans
* Manage a case load representing clients requiring alcohol and other drug support alongside the core family support services represented by the program within a child safety practice framework.
* Support families experiencing current problematic Alcohol and other drug use, and also, a supplemented case load of families with historic problematic AOD use.
* Build rapport and effectively engage families in a positive and friendly manner, including the use of assertive outreach strategies to engage families in a strengths-based approach
* Oversee the development, coordination, ongoing review and evaluation of a single case plan in collaboration with the family, key community members and other service providers as appropriate, ensuring it is based on assessment information, is strengths based, client focused, holistic and trauma informed
* Demonstrated understanding of case management approaches for clients presenting with complex needs.
* Enhance access to specialist alcohol and other drug networks for staff employed across the program
* Provide direct in-home support services to families as required
* Be willing to provide ***‘after hours’*** and/or rotational ***on call*** services as required
* Work collaboratively with the Local Level Alliance and other key networks and stakeholders through negotiation of an intervention plan to meet the individual needs of the child, young person and their family
* Support alcohol and other drug learning and development opportunities for the broader program workforce
* Contribute to the provision of culturally sensitive services and a culturally safe working environment
* 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
* Be willing to perform other duties as reasonably required

**Pre-requisites for the Position**

Qualification and Experience:

Minimum undergraduate qualifications in health/human services with experience in the sector, and membership with a relevant professional body.

* Relevant four-year degree with one (or more) year’s relevant experience;
* Three-year degree with two (or more) years of relevant experience.

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

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 code of dress at all times

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** Minimum undergraduate qualifications in social work, psychology, human services; minimum two (2) years’ experience in the alcohol and other drug sector; and membership with a relevant professional body (or be working towards this).

**SC2** Demonstrated alcohol and other drug clinical skills including; assessment, case management, case formulation, counselling, detox support, psycho-education, social skills training, relapse prevention, care coordination and referral strategies.

**SC3** Demonstrated knowledge of a child safety practice framework and experience   
 working with children and families exhibiting multiple support needs.

**SC4**  Demonstrated ability to access, maintain and develop a range of partnerships and   
 networks

**SC5** Experience in providing learning and development opportunities

**SC6** Intermediate computer skills including experience in using the Microsoft Office suite   
 of products and use of electronic database as the main form of record keeping and   
 reporting.

**SC7**  Strong communication and interpersonal skills for the purpose of engagement with a   
 range of internal and external stakeholders as well as report writing.

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  
 Proof of COVID-19 Vaccination or an approved Medical Exemption

Licenced Care Service (Child Protection)