

Position Description

Senior AOD Counsellor – Aboriginal Metro Ice Project

POSCS4037

ISO9001 | Approved by Neos Zavrou | Next Revision: 01/07/2027

Location:

Northwest & Southwest
Catchments; Other Aboriginal
Organisations as required

**Traditional Land
Owners:**

Wurundjeri People

Classification:

SCHADS Level 5

Reports To:

Clinical Manager – Child, Youth
& Families

Direct Reports:

N/A

Odyssey Victoria (OV) is a place of hope and positive change for individuals working towards breaking their pattern of addiction. At OV we believe that every person should have the opportunity to change and grow. Our diverse teams work with individuals, families, and communities to reduce drug use, improve mental health, and reconnect people to their family and the community. The Odyssey name reflects the courageous journey of self-discovery and change that our clients undertake.

Position objective

The Senior AOD Counsellor within the Aboriginal Metro Ice Project is responsible for the provision of effective AOD treatment through comprehensive assessments and counselling within a recovery focused framework.

The purpose of this position is to reduce AOD related harms to Indigenous individuals and their families by conducting assessments and providing a range of counselling interventions to assist clients and their family members to change harmful behaviours and increase their ability to manage the problems they are experiencing.

Role responsibilities

Working under general direction, the role performs duties requiring the application of a high level of knowledge, specialist expertise and skills to achieve results in line with the program's goals. Providing expert advice to lower classified staff, the role exercises a degree of autonomy, setting priorities, planning, and organising their own work and monitoring workflow in areas of responsibility.

The role undertakes responsibility for the following varied activities:

Service Delivery

- Providing high quality clinical counselling and support for Aboriginal clients and their families.
- Building strong and effective relationships with Aboriginal clients and their families.
- Working flexibly to meet client needs, including assertive outreach as required.

- Providing secondary consultation including assisting with culturally sensitive responses. Conducting comprehensive assessments and referral to other AOD services
- Developing comprehensive treatment plans and provide effective counselling interventions.
- Facilitating evidence-based psychosocial interventions including, but not limited to, brief interventions, cognitive behavioural therapies, community reinforcement therapy, contingency management, motivational enhancement therapy and social behavioural therapy.
- Providing education and practical assistance to clients to help them reduce the harms of their substance use to themselves and those around them.
- Providing a range of support and intervention programs for families and carers
- Supporting clients with complex needs
- Facilitating access to support networks, aftercare, self-help groups and community activities for clients
- Ensuring clients have exit and post-treatment support plans in place.
- Following up client's post-treatment to track progress of recovery and facilitate re-engagement with AOD treatment services where required.
- Identifying any risks to vulnerable children, and working with families to develop safety plans and facilitate referrals to The Orange Door and statutory services, in consultation with Aboriginal Organisations and OV leadership team
- Facilitate consumer information sharing (where appropriate) and ensure a family violence lens is placed in all areas of work to achieve better engagement and outcomes for survivors and people using violence.

Networking and Partnerships

- Working collaboratively with the Victorian Aboriginal Health Service (VAHS) and other Aboriginal Organisations to support the needs of Aboriginal clients and families.
- Working collaboratively with The Senior Aboriginal Cultural Advisor at Odyssey Victoria
- Participate in cultural supervision within VAHS
- Liaising and consulting with other services in particular linking clients with ACCHOs and ACCOs as appropriate
- Participate and contribute to clinical review processes at Odyssey Victoria VAHS and other Aboriginal Organisations as appropriate, to support consistency and transitions between various types of services.

Quality Assurance

- Attending regular case planning and progress review meetings.

- Contribute to continuous quality improvement.
- Adhere to and keep informed of relevant legislative compliance requirements, reporting any perceived breaches, risks, hazards, and incidents where relevant.
- Promote a legislative compliance culture throughout the program, to remain fully conversant with relevant law, regulation, industry codes and policies/procedures.
- Monitor compliance with legislative requirements and risk management strategies within the catchment,
- Maintain up-to-date progress notes, case files and data entry in a confidential and professional manner.

Clinical Supervision & Professional Development

- Actively participate in ongoing professional development by attending clinical supervision and training
- Actively participate in ongoing Clinical Supervision whether individual and/or group supervision

Other

As a Senior employee within OV, it is a condition of your employment to be available to work out of ordinary hours, on-call, or be re-called to work, as required. Compensation will be provided to staff who are on-call and to those recalled, in accordance with PAPHR2077 Staff On Call policy, and will also be provided to staff working outside of ordinary hours according to Award penalty rates. Staff may also be called upon to work within the wider span of ordinary hours than their usual hours, according to Award descriptions, but at no additional remuneration unless Award-based penalties are payable.

General

- Actively promote and adhere to the OV Child Safety policy and procedures to assist OV to maintain a Child Safe Organisation and support colleagues to engage in child safe practices.
- Demonstrate ability to understand and apply inclusive practice when working with people from diverse communities, such as cultures, genders, sexualities, bodies, abilities, spiritualities, ages and background.
- Demonstrate understanding of the importance and application of intersectionality when working with people from all cultures, genders, sexualities, bodies, abilities, spiritualities, ages and backgrounds.

Key Selection Criteria

1. Relevant Health, Social or Welfare tertiary/degree qualification such as Social Work, Psychology, Nursing or Allied Health Sciences with experience
2. Ability to deliver positive behavioural and recovery-orientated care.
3. Ability to convey warmth, openness, empathy, and concern for the welfare of clients.
4. Ability to collaborate effectively with clients, families, colleagues, stakeholders, and other service providers.

5. Proven ability to work with a range of people, communities, and organisations (including specific groups such as Aboriginal and Forensic AOD clients).
6. Experience in the provision of assessment and counselling services, preferably with AOD or dual diagnosis clients.
7. Experience utilising the MARAMIS framework to recognise and respond to family violence within an intersectional and culturally safe manner
8. Experience in therapeutic modalities such as: Motivational Enhancement Therapy, Cognitive Behavioural Coping Skills Training, Family Inclusive Practice, self-help groups, Community Reinforcement Approaches.
9. Proven ability to effectively work with individuals and families experiencing problematic alcohol and other drugs use in a culturally aware, respectful, compassionate, and positive manner.
10. Demonstrated understanding of community-based interventions for reducing alcohol and drug related harm.
11. A demonstrated commitment to teamwork and the ability to take appropriate individual and team responsibility for the welfare of clients.

Essential Requirements

- Relevant Health, Social or Welfare tertiary/degree qualification such as Social Work, Psychology, Nursing or Allied Health Sciences with experience
- Certificate IV in AOD or completion of the required competencies (or able to complete within the first 12 months of employment) *(Refer Appendix A).
- Competencies in dual diagnosis (or able to complete within the first 12 months of employment).
- Satisfactory outcome of a confidential Police Check and Working with Children Check. OV is committed to child safety and is a Child Safe organisation.
- Empathy for those whose lives have been affected by problematic alcohol and other drug use/ and or mental health disorders.
- Possession of a current Victorian Driver's License.
- Information technology skills, including proficiency in Microsoft Office suite.
- Eligibility to work in Australia.
- Preparedness to travel within the catchment to meet the requirements of the job

Desirable Requirements

- Specialist knowledge in one or more relevant areas such as Family Therapy, Mental Health, Family Violence, Trauma, etc.
- Identifying as an Aboriginal and/or Torres Strait Islander person.
- First Aid Certificate.
- Current knowledge of OH&S practices.

***Appendix A**

OV requires people in clinical positions to have the following competencies (or their equivalent). Where people do not already have

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AOD Competencies

these competencies, OV will invest in the person's professional development by providing them through its RTO.

The competencies required in the first 12 months of employment are:

- CHCAOD001 - Work in an alcohol and other drugs context
- CHCAOD004 - Assess needs of clients with alcohol and other drugs issues
- CHCAOD006 - Provide interventions for people with alcohol and other drugs issues
- CHCAOD009 - Develop and review individual alcohol and other drugs treatment plans

Our Reconciliation Action Commitment

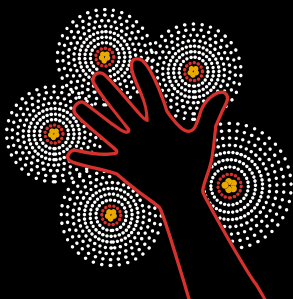
Odyssey Victoria's commitment to reconciliation with Australia's first nation peoples, means that we prioritise a workplace that welcomes, supports, and employs Aboriginal and Torres Strait Islander peoples, and we value their unique contribution to our organisation.

We will act in ways that promote reconciliation between our Aboriginal clients and our staff, and to contribute to the healing that is needed. We will assist with, and prioritise, Aboriginal and Torres Strait Islander job applications and treatment referrals. We commit to celebrating local and national dates of significance, and we will Acknowledge Country when we meet together. We will respect the histories and cultures of Aboriginal and Torres Strait Islander peoples and acknowledge their unique status as the traditional custodians of this land and its waters.

Our Diversity Commitment

At Odyssey Victoria, we value diversity and believe that employing people with a range of backgrounds and abilities brings a variety of ideas, perspectives and experiences that will enhance the relevance, safety, and effectiveness our services.

We will promote a workplace that actively seeks to encourage people with disabilities, LGBTQIA+ people, young people, older Australians, and people from diverse cultural, linguistic and faith backgrounds to apply for employment with us. We are committed to ensuring that a diverse range of people are welcomed, valued, and supported in their roles.



Our values

We promote hope for change and expectation to reach one's full potential. We encourage perseverance and innovation to make a real difference in people's lives. We uphold the pillars of Respect, Concern, Honesty, Trust, and Love. Our values are promoted among the residents, staff, and clients of Odyssey Victoria.

This artwork, inspired by Chris Thorne, represents counting the pillars on one hand.