

Reporting to	Team Leader – Shellharbour AOD Hub
Classification	SCHADS Level 4
Location	Shellharbour NSW

About ACSO

Founded in 1984 on the lived experience of Stan McCormack, the Australian Community Support Organisation (ACSO) has delivered programs to help break the cycle of people repeatedly entering the justice system because they lack the support to make change.

Our work supports, diverts or reintegrates people through a range of services including mental health, alcohol and other drug treatment, intensive residential support, housing and therapeutic programs. These services span the entire justice continuum from prevention to rehabilitation.

Our Vision

ACSO's vision is for a community where everyone has the opportunity to thrive, and prison truly is the last resort

Our Purpose

Our purpose is to strengthen the wellbeing of communities by advocating for and delivering services which divert people away from the justice system.

Our Ethos

Understand the Story. Support the Change.

Our Core Values

Passion; Our heart and passion are at the core of everything we do.

Belief in Humanity; We believe that everyone deserves another chance and entitled to opportunities which can help them change their lives and realise their potential.

Integrity in all we do; We are genuine in our relationships with clients and each other, always true to ourselves and courageous in our approach.

Innovative spirit; We are willing to explore and develop new and innovative solutions and take on the challenges that confront us.

Purpose of the position

Working from the Shellharbour AOD Hub and services where we co-locate within the Illawarra and Shoalhaven Local Health Districts, the AOD Clinician will deliver AOD treatment services and interventions including intake, assessment, AOD counselling, care and recovery coordination and group programs, with eligible adult participants, including via a forensic lens when working with participants that may be in touch with the criminal justice system. This role also provides service coordination practices and networking with both internal and external service providers.

Deliverables

- Conduct client appointments over the phone, via Telehealth or in person at sites directed by ACSO including co-located services, and offsite locations such as prisons, and Community Corrections offices.
- Screen and triage clients for suitability for further AOD assessment and provide bookings for further client appointments.
- Assess and manage risk and safety concerns and consult with specialist services in instances of family violence, acute psychiatric crisis, and similar circumstances.
- Gathering information through assessment, formulating findings and recommendations utilising strong documentation skills, developing realistic treatment plans, and delivering treatment interventions and therapeutic approaches.
- Conduct trauma-informed, culturally sensitive, person-centred, strength and evidence based AOD counselling (Motivational Enhancement Therapy and Motivational Interviewing, Cognitive Behavioural Therapy, Mindfulness-Based Relapse Prevention, Dialectical Behaviour Therapy, etc.).
- Create and maintain detailed, accurate and appropriate high-level case files for your clients on ACSO's client information management database.
- Develop and maintain strong working relationships with key internal and external stakeholders, such as with Community Corrections, Child Protection, Court services, Mental Health services, AOD providers and other relevant services for referrals, consultations and service delivery.
- Identify and provide treatment pathways where multiple interventions and referrals maybe required through care recovery coordination.
- Provide brief intervention and bridging support for clients waiting for treatment, including the delivery of harm minimisation education, motivational interviewing, and appropriate risk management practices.
- Support the delivery of AOD therapeutic group programs as required.
- Achieve contractual outcomes and individual KPIs.

Qualifications

- A relevant tertiary health qualification such as Social Work, Counselling, Psychology, Nursing or Allied Health Sciences.
- Certificate IV, or higher qualification, in Alcohol and Other Drugs or have completed the core competencies, along with equivalent relevant experience

Key Selection Criteria

- 2+ years prior experience in the AOD sector, including the delivery of treatment interventions and therapeutic approaches
- A contemporary understanding of the biopsychosocial model of addiction and a sound knowledge of substances and their effects on human physiology, psychology, and offending behaviours
- A contemporary understanding and approach in working with individuals who have co-occurring mental health and alcohol and other drug issues (i.e., dual diagnosis) or other co-occurring complexities (e.g., ABI and other disabilities)
- Demonstrated experience in providing evidenced-based counselling (e.g., Motivational Enhancement Therapy and Motivational Interviewing, Cognitive Behavioural Therapy, Mindfulness-Based Relapse

Prevention, Dialectical Behaviour Therapy, etc.) to clients tailored through assessment and formulation of client centred treatment planning

- Experience in providing assessment, case coordination, case management and a strong knowledge around providing brief interventions.
- Experience in working with people involved in the criminal justice system and are experiencing complex issues, particularly with co-occurring conditions.
- High levels of motivation and self-direction and highly developed communication and conflict resolution skills.
- The ability to maintain high level support plans, documents, reports, and case notes.
- The ability to work respectfully and creatively with a culturally and linguistically diverse client population, including Indigenous Australians and the LGBTIQ+ community.
- Strong report writing skills, incident report writing and case noting abilities
- Ability and willingness to contribute to a supportive and productive team environment
- Committed to continuous learning and professional development
- An ability to adhere to policy and procedure such as privacy, confidentiality and workplace health and safety
- Strong and demonstrated commitment and alignment to the ACSO Vision, Values and Mission.
- Eligibility to enter New South Wales prisons.

Desirable

- Experience working with clients in contact with or at risk of contact with the criminal justice system.
- Current accreditation or knowledge in naloxone provision and administration.

Core Competencies

- **Examining information;** processing information, asking probing questions, finding solutions
- **Fostering Inclusion;** inviting diversity, promote equity, culturally responsive
- **Documenting facts;** writing fluently, understanding logical arguments, finding facts
- **Showing resilience;** showing composure, resolving conflict
- **Giving support;** understanding people, team working, valuing individuals
- **Processing details;** meeting timescales, checking things, following procedure
- **Structuring Tasks;** managing tasks, upholding standards, producing output

Mandatory compliance requirements

As a registered NDIS provider and under the NDIS working screening requirements, this role requires each employee to have the below prior to any offer or commencement of employment:

Police Check	ACSO will initiate this process during the recruitment and selection process and cover the cost of any Australian or International police checks. Note: ACSO are open to considering employing people with a criminal record.
NDIS Worker Screening Check	A valid NDIS check must be supplied by all new employees (at the cost of the employee).
Car Licence	A valid Australian driver's licence. This is requirement of the role not NDIS worker screening.

