

Position Description AOD Clinician - LP POSTC4056 ISO9001 Approved by Anne Cox Next Revision: 01/07/2025	Location:	Lower Plenty
	Traditional Land Owners:	Wurundjeri People
	Classification:	SCHADS Level 4
	Reports To:	Team Leader - Clinical
	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 and logo reflects the courageous journey of self-discovery and change that our clients undertake.

Position objective

The key purpose of the position is to support clients in residential treatment in establishing healthier lifestyles free of problematic alcohol and drug use, fostering the process of mutual self-help recovery.

The AOD Clinician engages in the combined functions and activities of the Facilitator; to guide the individual through a process of self-discovery and change the Counsellor to ensure that every resident in the community obtains relevant individual and group counselling whilst enhancing and promoting self-help as a concept and activity, and the Role Model, using the social environment to maximise peer influences by encouraging transmission of residential community teachings rather than directly instructing, and delivering such communications in the manner or style that reflects the rational purpose of helping. The AOD Clinician contributes to the life of the TC by assisting in the admissions process, and providing individual and group therapy, and case management to clients for the duration of their journey at the TC.

This position will be required to rotate to our Admissions Team for up to 6-months for the purpose of multi-skilling and developing a comprehensive understanding of our Residential Services program as Therapeutic Community.

The Therapeutic Community (TC) is a long-term residential program that works with clients to establish healthier relationships, promote personal

change, and support them in their recovery journey. An essential element of the TC is the individual clients' relationship to the peer community.

Role responsibilities

Working under general direction, the role performs duties of a specialised nature in the application of knowledge and skills gained through relevant qualifications and previous experience in the discipline, and is expected to contribute knowledge in establishing procedures, and exercise judgement where procedures are not clearly defined.

The role undertakes responsibility for the following varied activities:

Case Management

- Conduct client planning groups to develop individual recovery plans (IRPs)
- Ensure high quality case management and timely record keeping.
- Contribute to therapy team reviews, case reviews and other staff meetings.
- Facilitate client admissions through:
 - Assessing client suitability
 - Participating in preparation and support groups
 - Consulting with other services
 - Supporting senior residents during the admission process

Program Development and Treatment Activities

- Contribute to the development and implementation of program modules.
- Plan, implement and/or facilitate other treatment activities such as communiqués, action meetings and special activities.
- Contribute to the TC by participating in/supervising selected social/recreational activities and modelling appropriate behaviour.
- Participate effectively in clinical supervision.

Networking

- Assist in the appropriate referral and conjoint treatment of clients with specific or specialist needs and in the development of appropriate inter-agency protocols.
- Represent the organisation and its clients as required including program liaison, network meetings and court advocacy.

Quality

- Participate in the ongoing development and implementation of quality assurance systems.

- Actively use and promote the Business Management System (BMS) and ISO Quality assurance standards.
- Model appropriate workplace health and safety practices to staff and clients and contribute to the development of a safe working environment.
- Participate and support reviews of standards in the TC.
- Ensure rigour and structure in practice, good record keeping and file management.

Other

- Assist in the roster for holding staff keys in the absence of the TC Administrator
- Undertake other activities as required and determined by the Senior AOD Clinician and Team Leaders.

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 backgrounds.
- Demonstrate understanding of the importance and application of intersectionality when working with people from all cultures, genders, sexualities, bodies, abilities, spiritualities, ages and backgrounds.

Residential Services Expectations

All Residential Services staff are expected to:

- Model behaviours and attitudes in keeping with the objectives of the Program and at all times act in accordance with the staff *Code of Ethics & General Conduct* and resident *Bill of Rights*.
- Adhere to professional and agency ethics and boundaries.
- Foster the Therapeutic Community process of mutual self-help recovery for our residents, at all times using the social environment to maximise peer influences by encouraging transmission of residential community teachings rather than directly instructing and delivering such communications in the manner or style that reflects the rational purpose of helping.

- Work in an open, honest, and reflective style, participating as members of the staff group.
- Be responsive and flexible to the needs of residents, including participating in out-of-hours duties as required, unscheduled meetings, events, and other tasks.
- Participate in and commit to ongoing professional development through participation in in-house training programs and external activities as appropriate.
- Share information about the work of the Program with visitors, interest groups, statutory bodies, and professional associations as part of OV's commitment to informing others of our work.
- Promote the benefits of improved lifestyle and mental health free of substance abuse and other self-defeating anti-social behaviours amongst the staff and residents.

Key Selection Criteria

1. Relevant Health, Social or Welfare related degree/tertiary qualification with one-years' experience and/or substantial experience or an Associate Diploma with relevant experience.
2. Cert IV in Alcohol or Other Drugs and/or a degree in Health, Mental Health, or Allied Health with a minimum of the AOD Skill Set for Health Professionals (or commitment to obtain one of these within 12 months of employment).*
3. Demonstrated ability to engage clients in dialogue and develop a therapeutic relationship.
4. The ability to work with difficult and demanding clients.
5. Demonstrated ability to work as part of a multi-disciplinary team, be open to giving and receiving feedback, and recognise and resolve interpersonal conflict.
6. Ability to take initiative and capacity to work independently, adapting to changing organisational needs.
7. A comprehensive understanding of alcohol and drug substance abuse and an understanding of residential rehabilitation services.
8. Strong organisational and highly developed interpersonal and communication skills (both verbal and written) with a consultative approach to addressing issues.
9. Ability to effectively liaise and communicate with a wide variety of agencies and individuals at various levels.

*Note: refer to Appendix A for details on competencies

Essential Requirements

- Relevant Health, Social or Welfare related degree/tertiary qualification with one-years' experience and/or substantial experience or an Associate Diploma with relevant experience

- Completion of the AOD Skill Set for Health Professionals (or commitment to obtain one of these within 12 months of employment). Staff will be fully supported in obtaining the skillset*.
NOTE: See Appendix A for details on AOD Competencies
- 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 and to work out of various partnership locations.

Desirable Requirements

- First Aid Certificate
 - Current knowledge of OH&S practices
 - Experience working within a Therapeutic Community model
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*Appendix A AOD Competencies

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

AOD Clinician - LP

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 of 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.