

Position Description AOD Clinician- Aboriginal and Torres Strait Islander - LP POSTC4090 ISO9001 Approved by Anne Cox Next Revision: 01/07/2025	Location:	Lower Plenty and Richmond
	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 this position is to provide specialist, culturally safe and responsive support for our Aboriginal and Torres Strait Islander residents at our Therapeutic Community in Lower Plenty. This role contributes to interventions which address underlying AOD and other issues for Aboriginal residents through case management, administration, group facilitation and engagement through a culturally safe lens.

The AOD Clinician – Aboriginal and Torres Strait Islander participates in the recovery journey of residents in the Therapeutic Community by supporting Aboriginal and Torres Strait Islander clients through the admissions process and during their participation in the residential program. Other aspects of this role are to support staff in ensuring the Therapeutic Community is a culturally safe environment and enhance engagement with aboriginal staff, volunteers, and residents.

The role will undertake work between the Richmond Admissions team and Lower Plenty Clinical Team with a focus on providing culturally appropriate support for our Aboriginal clients/ residents. This role will report to the Team – Leader Clinical but will also receive support and guidance from our Senior Aboriginal and Torres Strait Islander Cultural Advisor.

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 with 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:

Clinical

Pre-admission

In consultation with the Admissions team:

- Liaise with Admissions Team leader and Senior Aboriginal Advisor in engaging other services, including community, legal, medical, and financial services to support referrals for Aboriginal and Torres Strait Islanders.
- Support Aboriginal clients through Admissions day processes and transport to the TC.
- Work with the Admission team (based in Richmond) on referrals for potential Aboriginal clients/ residents.
- Provide support and information to family members.

Post-admission

- Provide support to all Aboriginal and Torres Strait residents including children during the program ensuring they receive individual and family support.
- Participate in group-based activity at the TC.
- Promote activities around significant dates and specific events and supporting the celebration of Aboriginal and Torres Strait Islander culture and inclusion.
- Support and develop the Buladu Ngarrgu program at the Lower Plenty TC.
- Working in the broader context of delivering a culturally secure program to all residents.
- Contribute to the development of individual recovery plans (IRPs).
- Develop a cultural plan for each resident (and children if applicable).
- Conduct programs / groups with other staff.
- Facilitate access to Aboriginal-specific services and programs.

- Keep case notes, update treatment plans, and other documentation.
- Contribute to team reviews, case reviews and other staff meetings.
- Support culturally appropriate discharge planning and reintegration back into the community including outreach support and follow-up.
- Provide regular reports on resident progress to relevant stakeholders and complete timely documentation as required.

Community Education/Networking.

- Provide community education to inform services and stakeholders of the program.
- Develop strong collaborative relationships with relevant Aboriginal community agencies and services.
- Provide court advocacy for Aboriginal and Torres Strait Islander residents.
- Represent the organisation and its clients.
- Organise and supervise participation in appropriate events in the community.

Program Development and Treatment Activities

- Actively participate in community led initiatives and activities that promote healthy working relationships with both staff and residents.
- Contribute to the development and implementation of clinical initiatives and reviews that provide better outcome for Aboriginal clients and residents.
- Attend clinical team, and level set meetings to work in collaboration as part of a multi-disciplinary team to achieve best outcomes for Aboriginal residents.

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.
- Ensure rigour and structure in practice, good record keeping and file management.
- Participate and support reviews of standards and practice related to specific needs of our Aboriginal residents within the Therapeutic Community.

Other

- Assist in the supervision and collection of urine samples from clients.
- Participate in continuing professional development.
- Undertake other activities as required and determined by the Team Leader – Clinical.

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.
- Assist in the supervision and collection of urine samples from residents for random testing purposes.
- 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 tertiary/degree qualifications in Welfare, Social Work, Mental Health, Disability or Drug and Alcohol 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 a commitment to obtain one of these within 12 months of employment)*
3. A sound understanding of the diversities of the Australian Aboriginal culture and the ability to acquire knowledge of the issues affecting the health of Aboriginal Australians.
4. A comprehensive understanding of alcohol and drug substance abuse and an understanding of residential rehabilitation services.
5. Demonstrated ability to engage clients in dialogue and develop a therapeutic relationship.
6. Well-developed organisational, interpersonal, and planning skills, with ability to apply effective case management practices, determine priorities and manage multiple tasks to deadlines.
7. Self-motivated, with the ability to take initiative and work independently as well as within a team with a consultative approach to addressing issues.
8. Ability to maintain confidentiality and remain impartial at all times.

9. Demonstrated knowledge of record keeping methods, administrative procedures, confidentiality, and privacy protocols.
10. Ability to resolve conflict and work with difficult and demanding clients.

*Note: refer to Appendix A for details on competencies

Essential Requirements

- Relevant tertiary/degree qualifications in Welfare, Social Work, Mental Health, Disability or Drug and Alcohol and/or relevant experience and a minimum of the AOD Skill Set for Health Professionals (or commitment to obtain within 12 months of employment).* (Refer Appendix A)
- Empathy for those whose lives have been affected by problematic alcohol and other drug use/ and or mental health disorders.
- Satisfactory outcome of a confidential Police Check and Working with Children Check. OV is committed to child safety and is a child safe organisation.
- Possession of a current Victorian Driver's Licence.
- Information technology skills, including proficiency in Microsoft Office suite.
- Preparedness to travel within the catchment to meet the requirements of the job and to work out of various partnership locations.

Desirable Requirements

- Current knowledge of OH&S practices.
- Previous experience working with Aboriginal Communities.
- Identify as an Aboriginal or Torres Strait Islander person.
- Experience within a Therapeutic Community model.
- First Aid Certificate.

*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

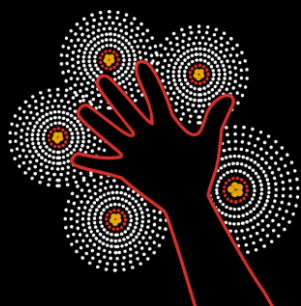
Odyssey Victoria's commitment to reconciliation with Australia's first nation peoples, means that we prioritise a workplace that welcomes, supports, and employs Aboriginal and Torres Strait Islander peoples, and we value their unique contribution to our organisation.

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

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.