

Position Description Senior Youth AOD Clinician POSCS4095 ISO9001 Approved by Neos Zavrou Next Revision: 01/07/2027	Location:	Elsternwick /St Kilda
	Traditional Land Owners:	Bunurong (Boon Wurrung) people
	Classification:	SCHADS Level 5
	Reports To:	Practice Lead – Youth AOD Mental Health Clinician
	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 OV Youth & Family Services program supports young people and families experiencing a range of complex issues associated with alcohol and other drug (AOD) use. Services include:

- AOD assessment, counselling, and case management
- Gambling counselling and support
- Gaming counselling and support
- Dual Diagnosis counselling and support
- Information and education on drug use
- Health promotion and harm minimisation strategies
- Pro-social recreational activities
- Schools and community education
- Secondary consultation

The Senior Youth AOD Clinician provides AOD counselling and case management support for young people 12 to 25 years old (and their careers and families where appropriate) via Headspace (2 days a week) and The Salvation Army Youth Services (1 day a week). This support aims to:

- Reduce AOD-related harms and change harmful behaviours.
- Identify and address barriers to recovery.
- Increase capacity to effectively manage difficulties associated with problematic AOD use and other addictions.
- Develop skills to prevent relapse.

- Increase health and wellbeing, social connectedness, and positive and ongoing behaviour change.

The Senior Youth AOD Clinician will work independently but will be well connected to the youth and family services team, youth AOD outreach workers in the catchment along with other youth-focused and related services.

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:

Youth AOD Services

- Provide high quality engagement, assessment, treatment and support services to young people and their families.
- Provide AOD support and expert advice to team members in the field where required.
- Deliver 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.
- Liaise and provide education, information, and support regarding the programs to other agencies and the wider community.
- Identify and provide AOD interventions to young people including assessment, case management, counselling, and supported referral.
- Conduct Mental health screening and referral.
- Provide family/carers support, counselling, and referral as appropriate.
- Undertake post treatment follow-up to track recovery progress and, where appropriate, support re-engagement with AOD treatment services or other supports.
- Provide integrated care with other services (i.e., Juvenile Justice, Department of Health and Human Services, mental health providers) and professionals (i.e., psychologists, social workers, nurses, and welfare workers).
- Establish collaborative working relationships with local youth and related service providers.
- Develop comprehensive, flexible, and individualised harm reduction and case management plans with the young person and their family where relevant.

- Facilitate access to support networks, aftercare, self-help groups and community activities.
- Identify any risks to vulnerable children, working with families to develop safety plans and facilitating referrals to Child First and Family services agents when indicated.
- Deliver content for, and attend, case conferences and care team meetings to facilitate integrated and consistent treatment across services.
- Represent the various partner organisations along with OV and actively participate in local area forums, meetings and working groups.
- Undertake other activities as required and determined by the Manager.

Quality

- Actively participate in ongoing Clinical Supervision whether individual and/or group supervision, professional development, and relevant training as required.
- Maintain up-to-date progress notes, case files and data entry in a confidential and professional manner.
- Participate in the ongoing development and implementation of quality assurance systems and processes that enable a culture of continuous improvement.
- Adhere to and keep informed of relevant legislative compliance requirements, and reporting any perceived breaches, risks, hazards, incidents where relevant.
- Undertake other duties, including those of a planning and co-ordinating nature, as required in consultation with the Practice Lead Youth AOD Mental Health Clinician

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 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

Key Selection Criteria

1. Relevant health and or welfare Tertiary/Degree Qualification e.g., in Social Work, Psychology, Nursing or Allied Health Sciences with experience and/or an Associate Diploma with substantial experience.
2. Certificate IV Alcohol & Other Drugs, or willingness to complete within first 12 months of employment. *(Refer to Appendix A)
3. Extensive experience in working with young people, specifically in AOD, dual diagnosis, gambling, gaming and other categories of complex clients including homelessness, school disengagement, trauma, abuse, juvenile justice, out-of-home care, child protection and family breakdown.
4. Experience in providing AOD support to young people.
5. Proven skills in AOD assessment, Individual Treatment Plans, and case management.
6. Experience in working with young people and families from diverse backgrounds, including ATSI, CALD and GLBTI communities.
7. Knowledge of available interventions and support services appropriate to the target group.
8. Proven ability to develop and collaborate effectively with service providers and stakeholders.
9. A demonstrated commitment to teamwork and the ability to take appropriate individual and team responsibility for the welfare of clients.
10. Highly developed verbal and written communication skills, including capacity to maintain file records and data collection processes to a high professional standard.

Essential Requirements

- Relevant health and or welfare Tertiary/Degree Qualification e.g., in Social Work, Psychology, Nursing or Allied Health Sciences with experience and/or an Associate Diploma with substantial experience
- Certificate IV Alcohol & Other Drugs, or willingness to complete within first 12 months of employment. *Note: refer to Appendix A
- 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.
- Highly developed 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.
- Eligibility to work in Australia.

Desirable Requirements

- First Aid Certificate.
 - Current knowledge of OH&S practices.
 - Ability to contribute to formal intra- and inter- service program development and evaluation activities.
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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

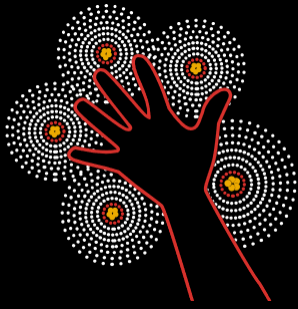
Odyssey Victoria's commitment to reconciliation with Australia's first nation peoples, means that we prioritise a workplace that welcomes, supports, and employs Aboriginal and Torres Strait Islander peoples, and we value their unique contribution to our organisation.

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

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.