

Position Description Youth AOD Practitioner The Zone POSCS4038 ISO9001 Approved by Jane Williams Next Revision: 01/07/2025	Location:	Northwest Region of Melbourne; Outer West; Outer North
	Traditional Land Owners:	Wurundjeri People
	Classification:	SCHADS Level 4
	Reports To:	Specialist 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 and logo reflects the courageous journey of self-discovery and change that our clients undertake.

Position objective

Odyssey Victoria is working in partnership with Drummond Street and YSAS to deliver the Care Coordination Platform across the northwest region of Melbourne, funded by the North-western Melbourne Primary Health Network (NWMPHN). The Platform is based on evidence informed therapeutic process and intersectional practice aimed at increasing the engagement and improving AOD treatment outcomes for specific young people and families from diverse backgrounds and identities. The Intersectional Care Coordination Platform recognises the need to privilege cultural and intersectional knowledge and competence within therapeutic service and practice decision making. It also puts at the centre the primacy of family as a setting for both risk and protective factors for problematic patterns of AOD use, but also its importance as fundamental to support recovery.

The role of the Youth AOD Practitioner The Zone, is to provide evidence informed AOD treatment and collaborative care to young people, using brief interventions, care planning, AOD counselling, harm reduction and trauma informed frameworks. The Youth AOD Practitioner will provide treatment and collaborative care that is both safe and effective for young people and families with intersectional needs.

The Youth AOD Practitioner The Zone will provide resilience based AOD case management, drawing on their lived and/or work experience, delivering structured non-residential AOD rehabilitation programming (both individual and group). The role will also collaborate and integrate treatment with co-located and out-posted services at the Youth AOD Intersectional Care Coordination Platform.

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:

Service delivery

- Provide AOD support and collaborative care to young people and their families (if appropriate/safe) using brief intervention, care planning, harm reduction, trauma-informed frameworks.
- Facilitate the development of basic life skills for young people.
- Facilitate intensive and structured non-residential AOD rehabilitation programs.
- Work collaboratively with all members of the Youth AOD Intersectional Care Coordination Platform
- Support and encourage young people to develop links with other services.
- Model appropriate behaviour and facilitate positive communication between young people.
- As required advocate on behalf of young people.

Consultancy and Advice

- Contribute to the development and maintenance of an innovative service delivery model for young people.
- Develop linkages with referral services, and where possible, include young people in the evaluation of the service.
- Collaborate with other support services and community-based activities to integrate support and provide optimal service provision.
- Contribute to continuous quality improvement in relation to service delivery.

System Management

- Ensure all administration and data recording processes are understood and adhered to, maintaining case notes, developing intervention plans using the Flexible Funding Pool, and upholding financial accountability.

- Ensure incident reports are timely and meet organisational procedures.
- Ensure OHS issues are recognised and acted upon.

Stakeholder Engagement

- Provide referral and links to a range of services including drug and alcohol, primary health, family, housing, legal, justice, employment /educational and recreational services.
- Develop and establish collaborative relationships with key stakeholders to enhance service co- ordination.
- Provide secondary consultation to internal and external services.
- Attend relevant network meetings as requested.
- Demonstrate professional and ethical communication with all networks.

Clinical Supervision & Professional Development

- Actively participate in ongoing professional development by attending clinical supervision and training as required.
- Actively participate in regular Clinical Supervision with relevant Senior Practitioner whether individual and/or group supervision

Continuous Improvement

- Contribute to continuous quality improvement in relation to service delivery or business support services and systems.
- Develop linkages with referral services.
- Participate in evaluation and ongoing monitoring of the programs, services, and systems.
- Include young people in the evaluation of the service where appropriate.
- Collaborate with other support services and community-based activities to integrate support and provide optimal service provision.

General

- Actively promote and adhere to the OV Child Safety policy and procedures to assist OV to maintain a child safe organisation and supporting 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

- Tertiary/Degree qualification in Social Work, Youth Work with one years experience, AOD or equivalent or Associate Diploma with relevant experience.
- AOD Competencies, or willingness to complete Within 12 months of employment *Note: refer to Appendix A for details on competencies.
- Understanding of and experience working with young people and their families with intersecting needs.
- Demonstrated ability in assertively engaging and supporting young people from a range of backgrounds, genders, and age groups.
- Knowledge of theories and frameworks including trauma informed care and adolescent development and demonstrated ability to relate these to case management practice.
- Ability to work collaboratively within a team and strong crisis and risk assessment skills.
- Demonstrated experience of participation in collaborative work practices with internal and external services
- Demonstrated experience or understanding of planning and facilitating intensive and structured non-residential AOD rehabilitation programing (both individual and group).

Essential Requirements

- Tertiary/Degree qualification in Social Work, Youth Work with one year's experience, AOD or equivalent or Associate Diploma with relevant experience.
- AOD Competencies, or willingness to complete within 12 months of employment.
*Note: refer to Appendix A for details on 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.
- Willingness to travel within the two catchments and work out of various partnership locations.
- 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.
- Understanding of treatment interventions for reducing alcohol and other drug problems.
- Current knowledge of OH&S practices.
- A lived experience and understanding of the impact of AOD issues on health and wellbeing

*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 AOD context
- CHCAOD004 - Assess needs of clients with AOD issues.
- CHCAOD006 - Provide interventions for people with AOD issues.
- CHCAOD009 - Develop and review individual AOD treatment plans

Our Reconciliation Action Commitment

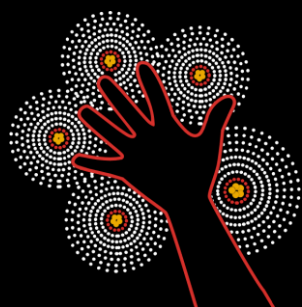
Odyssey Victoria's commitment to reconciliation with Australia's first nation peoples, means that we prioritise a workplace that welcomes, supports, and employs Aboriginal and Torres Strait Islander peoples, and we value their unique contribution to our organisation.

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.