

Our Vision

Addiction-free communities, where lives are transformed and families can be families

Our Mission

To instill hope without judgement; to work in partnership to maximise health and well-being

Our Values

 Integrity
  Compassion
  Acceptance
  Respect
  Excellence

Position Description

Position title:	AOD & Co-occurring Needs Clinician
Program:	Sapphire Health and Wellbeing Service (SHaWS) AOD Hub
Classification	CSE Level 4 or 5 depending on experience and qualifications
Position reports to:	SHaWS Team Leader
Position outline:	Within the multidisciplinary team, provide integrated, coordinated, community-based treatment to clients and family members impacted by alcohol and other drug use and co-occurring needs. This includes assessment, counselling, case management, care coordination and warm referral to support improved health, wellbeing and recovery outcomes.

Key Accountabilities

- ❖ Provide integrated and coordinated care to meet clients' holistic needs
- ❖ Provide assessment, case management, counselling, and support services to assist clients and their family/friends to improve outcomes and reduce harm associated with drug and alcohol use and co-occurring conditions.
- ❖ Provide culturally responsive services to clients, families and communities impacted by substance use and co-occurring needs.
- ❖ Develop collaborative working relationships with Local Health District Mental Health and Drug and Alcohol Service, other health and community services, key stakeholders, and other Directions programs
- ❖ Participate in ongoing quality improvement and safety frameworks.
- ❖ Provide support to the Team Leader and Coordinator as required

Duties and Responsibilities

- Apply a 'no wrong door' philosophy and employ a whole of agency approach to service delivery
- Work within a multidisciplinary team to provide coordinated care to support people to achieve their goals, including organising and/or participating in multidisciplinary care reviews and reflections
- Work with clients, utilising a stepped model of care, to provide holistic assessment, counselling, intensive case management, care coordination, referral, harm minimisation education, support and group facilitation for clients and family members impacted by drug and alcohol use and other co-occurring issues.
- In collaboration with the client, identify goals and develop individual treatment and support plans
- Working with Directions colleagues and key stakeholders, support access to withdrawal services, primary health care, mental health intervention, residential treatment, and other health and wellbeing supports according to client needs and goals.
- Provide culturally responsive services to clients, families and communities impacted by substance use
- Build relationships with drug and alcohol, mental health, primary health, emergency, justice-related and other health and community service providers, and work collaboratively to ensure effective coordination and continuity of care for clients.

- Undertake routine outcomes measurement as per service protocols in collaboration with clients and ensure accurate and timely collection of all required data
- Ensure documentation is up to date and of an appropriate standard, including client case notes, reports, and other written communication, and ensure effective handover of information when required
- Seek to enhance or maintain skills and expertise through training and professional development (including exposure to groups and clinical practices and self-directed learning to enhance AOD and co-occurring needs treatment), line management, and performance reviews
- Maintain professional standards in relation to service delivery and confidentiality
- Contribute to continuous quality improvement and safety initiatives, working in accordance with Directions' health and safety guidelines and relevant organisational frameworks.
- Participate in staff meetings, supervision and shared care meetings
- Maintain professional standards in service delivery, confidentiality, documentation, client files, support letters and reports.
- Engage in evaluation of own performance, including supervision, line management and the Annual Performance Review process.
- Promote a culture of continuous quality improvement
- Provide support to the Team Leader and Coordinator as required, including mentoring and guidance for staff.

Selection Criteria

1. Qualifications and Experience

- Qualification in Counselling/Social Work/Psychology/Nursing/another relevant field
- Cert IV in Alcohol and Other Drug Work and Mental Health, or willingness to obtain in the first 12 months of employment.
- Experience in health and community services working with people with complex, co-occurring needs
- *Preferable: clinical registration/accreditation with relevant peak body e.g. AASW, APS, PACFA, ACA*
- *Preferable: experience working in the drug and alcohol sector*

2. Skills, Knowledge and Capabilities

- Well-developed understanding of the impact of alcohol and other drug use and mental health concerns and the associated issues this client group may experience, including physical and mental health and other co-morbidities
- Good working knowledge of contemporary mental health care and ability to adapt to meet the needs of people from diverse backgrounds
- Good working knowledge of evidence-based treatment for AOD and co-occurring issues, harm minimisation, case management and support strategies
- Demonstrated capacity to work with clients using a trauma-informed and person-centred approach within a recovery orientated framework
- Understanding of principles and impact of the social determinants of health on vulnerable peoples
- Excellent interpersonal skills with the ability to support people when presenting in distress
- Ability to use Client Information Management system and associated software
- Demonstrated ability to develop collaborative working relationships with other programs, partners, and external agencies
- Demonstrated knowledge and understanding of the issues affecting Aboriginal and Torres Strait Islander communities and ability to work competently in a cross-cultural environment
- Well organised, self-motivated, and proactive
- Thorough understanding of the importance of personal and professional boundaries, ethical behaviour, policies, and procedures

3. Behaviours

- A commitment to the mission and values of the organisation
- A commitment to the principles of harm minimisation
- Ability and commitment to engage effectively with staff and clients from marginalised backgrounds in a non-judgmental, courteous and respectful manner.
- Willingness to travel regularly within the NSW region and to the ACT

4. Other Requirements

- A current First Aid Certificate or willingness to obtain.
- Willingness to undertake a Certificate IV in Alcohol and Other Drug Work if required.
- Employment is subject to a satisfactory AFP National Police Check and NSW Working With Children Check.
- Australian Citizenship or suitable rights to work in Australia.
- Current Driver's Licence
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Directions is a Non-Government Not for Profit Organisation funded by the Commonwealth, NSW and ACT Governments, and all positions and employment agreements are subject to the availability of funding.

I acknowledge that I have read and understand the duties and responsibilities required of me in this position and that my supervisor will provide any further clarification required.

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Employee Signature

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Date