

POSITION DESCRIPTION

African Youth AOD Outreach Clinician



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| Location: | Epping |
| Classification: | SCHADS Level 4 |
| Reports To: | Project Coordinator Clinical Director: PMHP |
| Direct Reports: | N/A |

The Project

The Victorian African Communities Action Plan (VACAP) aims to build welcoming communities, improve outcomes, and create lasting opportunities for Victorians of African heritage. VACAP has funded an AOD Initiative that aims to build capacity in, and better support, African communities.

Led by the African Australian Welfare Bureau (AAWB), together with Odyssey House Victoria (OHV), Positive Mental Health Program (PMHP), and the Youth Support and Advocacy Service (YSAS), the project will deliver AOD outreach and education, with the aim of improving health and wellbeing outcomes for young African people in Victoria, in line with the aims of VACAP. The 12-month Alcohol and Other Drug (AOD) education and outreach project objectives are to:

Improve understanding of alcohol and drug related harm among African Australian people.

- Improve pathways to health services, treatment, and rehabilitation.
- Build trust between service providers and African Australian communities.
- Increase service provider understanding of substance use issues in African Australian communities; and
- Contribute to sustainable, long-term improvements to the service providers' cultural competency.

The outreach service comprises three bicultural youth AOD outreach workers, one each based in Dandenong (employed by YSAS), Epping (employed by PMHP) and Melton (employed by OHV) along with a project coordinator based with the AAWB. These positions focus on place-based group engagement, collaboration, relationship-based guidance, and advocacy, along with skills, knowledge and leadership development and a community of support.

The positions also inform develop and deliver an AOD education program which draws on the knowledge and expertise of the partners and African community representatives. The program is co-designed with these experts. It comprises of education, training, and health promotion resources in a variety of formats and community languages along with a train-the-trainer program for community workers.

The Organisation

Positive Mental Health program is private organisation established in 2011. Founded by Francis Acquah Credentialed Mental Health Nurse. Positive Mental Health Program is an innovative private mental health program with Credentialed Mental Health Nurses and Accredited Mental Health Social Workers who work independently and provide a wide range of mental health services. We work with other mental health professionals and community agencies to facilitate the best possible care and management for patients with mental health issues and chronic mental health needs.

The program is worked under the auspices of Mental Health Nurse Incentive Program. Positive Mental Health Program is known in the local community and has reputation for their services. PMHP advocates for their consumers. They go further to deliver services which primary health care client might not receive in some settings. PMHP work in collaboration with other health professionals and community agencies to facilitate the best care. PMHP manages long term clients (PMHP, 2016).

The Philosophy of Positive Mental Health Program is that individuals living with mental illness and seeking psychological support of care, to have an equitable right to access to care, irrespective of the cultural affiliation and severity of the illness. The key principle of Positive Mental Health Program is that no patient or client will be denied access to Positive Mental Health Program.

Position Objective

The African Youth AOD Outreach Clinician provides AOD counselling and case management support for young people 12 to 25 years old (and their careers and families where appropriate) within Epping and surrounding LGA's. 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.
- develop skills to prevent relapse.
- increase health and wellbeing, social connectedness, and positive and ongoing behaviour change.

The Youth AOD Outreach 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:

Direct Service Activities

- Utilising Assertive Youth Outreach approaches (street/community-based activities) engage with young African persons to form trust and working relationships.
- Where required and appropriate, engage with young African persons in custodial settings in preparation for re-entry to community. Additionally, where appropriate support the connection of young people and their families whilst in custodial settings by means of providing transport and support.
- Provide practical and useful crisis responses to young African people, their peers, and families where appropriate.
- Monitor the health and wellbeing of young African people and provide or coordinate appropriate support responses as required.
- Provision of support and information to young African people and their families about issues which are impacting on their wellbeing, and which negatively impact on their ability to remain engaged in school, employment, or other constructive activities.
- As required advocate on behalf of young African people, particularly with legal services; immigration services; community based statutory services (e.g., Youth Justice; Community Corrections; Courts etc.)
- Facilitate the development of basic life skills for young people.
- Facilitate groups for young African people and their families as required in consultation with other service providers such as schools; universal youth services; other regional programs and initiatives.

- Support and encourage young African people and their families to develop links with other services and/or communities.
- Model appropriate behaviour and facilitate positive communication between young people, their families and other community services.
- As required advocate on behalf of young people, particularly with legal services; immigration services; community based statutory services (e.g., Youth Justice; Community Corrections; Courts etc.)
- Other duties as may be reasonably directed by the Project Coordinator from time to time, and which are consistent with your position.

AOD Education Project

- Contribute to the development and evaluation of a culturally appropriate AOD education program for young people of African heritage and their families.
- Work in collaboration with the African Advisory Group, Consortium Partners, Project Coordinator, and other relevant stakeholders to refine and further develop the AOD education program.
- Facilitate AOD information groups for young African people and their families as required in consultation with other service providers such as schools; universal youth services; other regional programs and initiatives.
- Facilitate a train-the-trainer program for community workers.

Referral Networks and Pathways

- Facilitate a range of responses that meet the young persons assessed needs, such as accommodation, health, food and safety, education, employment, and social activities.
- Develop and establish collaborative relationships with key stakeholders to enhance service co-ordination; this will include other initiatives and programs in the LGA.
- Represent the project in relevant governance structures (such as Reference Groups, Advisory Committees or Regional Panels) for both internal and external projects as determined in consultation with the Program Coordinator.
- Provide secondary consultation to other consortium and external services including schools and other universal services such as headspace; Youth Justice; Community Corrections; Courts; Custody settings etc.
- Attendance at regular stakeholder meetings as required.

Program Development and Evaluation

- In conjunction with line manager and Project Coordinator, develop workplan and activities for this initiative including reporting framework.
- Contribute to continuous quality improvement in relation to service delivery.
- Participation in evaluation and ongoing monitoring of the program.
- Include clients in the evaluation of the service where appropriate.

General

- Adhere to auspice agencies administration, data recording, client brokerage and financial accountability requirements.
- Ensure relevant client files are up-to-date, accurate and meet both organizational and legislative requirements.
- Prepare client related reports as required.
- Participate in regular supervision with peers and Project Coordinator.

- Participate in ongoing professional development, and relevant training as required.
- Support student placement by supervising students as required.
- Ensure OHS issues are recognized and acted upon in line with auspice agencies requirements.
- Contribute to continuous quality improvement.
- Adhere to and keep informed of relevant legislative compliance requirements, and reporting any perceived breaches, risks, hazards, incidents where relevant.

Key Selection Criteria

1. Relevant qualifications in in Youth Work, Social Work, Community Services, or other health related qualifications (i.e., Social Work, Youth Work, Family Studies, etc.) and/or extensive experience in the field.
2. Understanding of, or experience in working with young African people and their families; or being of African heritage.
3. A desire to be innovative, creative and learn new skills.
4. Extensive experience in working with young people, specifically in AOD, dual diagnosis and other categories of complex clients including homelessness, school disengagement, trauma, abuse, juvenile justice, out-of-home care, child protection and family breakdown.
5. Experience in providing outreach support to young people.
6. Proven skills in AOD assessment, Individual Treatment Plans, and case management.
7. Experience in working with young people and families from diverse backgrounds, including ATSI, CALD and GLBTI communities.
8. Knowledge of available interventions and support services appropriate to the target group.
9. Proven ability to develop and collaborate effectively with service providers and stakeholders.
10. A demonstrated commitment to teamwork and the ability to take appropriate individual and team responsibility for the welfare of clients.
11. Highly developed verbal and written communication skills, including capacity to maintain file records and data collection processes to a high professional standard.

Essential Requirements

- Satisfactory outcome of a confidential Police Check and Working with Children Check. OHV is committed to child safety and is a child safe organisation.
- Certificate IV Alcohol & Other Drugs, or willingness to complete.
- 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.

Desirable Requirements

- Specialist knowledge in one or more relevant areas such as Family Therapy, Mental Health, Family Violence, Trauma, etc.
- First Aid Certificate.
- Current knowledge of OH&S practices.