



ODYSSEY HOUSE
VICTORIA

Position Description

Therapeutic Community AOD Therapist

POSTC3000

ISO9001 | Approved by Eric Allan | Next Revision: 24/11/2022

Location: Wangaratta, Gateway Health

Classification: SCHADS Level 3

Reports To: Program Manager, Gateway Health

Direct Reports: N/A

Odyssey House Victoria (OHV) is a place of hope and positive change for individuals working towards breaking their pattern of addiction. At OHV 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

Gateway Health and Odyssey House Victoria are partners in the delivery of a new 30-bed adult alcohol and other drug residential service in Wangaratta. This partnership is unique in bringing together two organisations with extensive residential and community-based treatment service expertise to create a fusion model of the Therapeutic Community and Community Health models.

The partnership aims to deliver an innovative, integrated model of care utilising a residential Therapeutic Community (TC) as its foundation, fused with the strength a Community Health Service brings in offering ancillary and after care services. This service will deliver a high quality, safe and supportive environment for people to fully engage in their recovery journey in a residential rehabilitation setting and beyond.

Staff offering treatment within the TC environment take on the combined functions and activities of the Facilitator, Counsellor, and Role Model: to guide the individual through a process of self-discovery and change, to ensure that every resident in the community obtains relevant individual and group counselling whilst enhancing and promoting self-help as a concept and activity, and, 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.

The key purpose of the Therapeutic Community AOD Therapist is to support clients in residential treatment in establishing healthier lifestyles free of problematic AOD use, fostering the process of mutual self-help recovery, through case management, program, and treatment development.

Role Responsibilities

Working under general direction with scope to exercise initiative in the application of established procedures and methods, as well as contributing to the interpretation of matters which may have no clearly established practices, the role undertakes responsibility for the following varied activities:

Case Management

- Conduct client planning groups to develop individual recovery plans (IRPs)
- Ensure high quality case management and timely record keeping
- Contribute to therapy team reviews, case reviews and other staff meetings
- Facilitate client admissions through:
 - Assessing client suitability
 - Participating in preparation and support groups
 - Consulting with other services
 - Supporting senior residents during the admission process

Program Development and Treatment Activities

- Contribute to the development and implementation of program modules
- Plan, implement and/or facilitate other treatment activities such as communiqués, action meetings and special activities
- Contribute to the TC environment by participating in/supervising selected social/recreational activities and modelling appropriate behaviour
- Assist in the roster for holding staff keys after appropriate orientation
- Undertake other activities as required and determined by the Senior AOD Therapist Team.
- Participate effectively in clinical supervision

Networking

- Assist in the appropriate referral and conjoint treatment of clients with specific or specialist needs and in the development of appropriate inter-agency protocols
- Represent the organisation and its clients as required including program liaison, network meetings and court advocacy

Quality

- Participate in the ongoing development and implementation of quality assurance systems
- Model appropriate workplace health and safety practices to staff and clients and contribute to the development of a safe working environment
- Participate and support reviews of standards in the TC environment
- Ensure rigour and structure in practice, good record keeping and file management

General

- Actively adhere to the OHV Child Safety policy and procedures to maintain a Child Safe Organization 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 OHV *Staff Code of Ethics & General Conduct* and if applicable, a 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.
- 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. Work Experience or Lived Experience with significant Treatment AND/OR Cert IV or Diploma in Alcohol and Other Drugs AND/OR a degree in Health, Psychology, Social Work, Mental Health or Allied Health with a minimum of the AOD Skill Set* for Health Professionals (or commitment to obtaining the minimum AOD Skill Set* within 24 months of employment).
2. Demonstrated ability to engage clients in dialogue and develop a therapeutic relationship.
3. The ability to work with difficult and demanding clients.
4. Demonstrated ability to work as part of a multi-disciplinary team, be open to giving and receiving feedback, and recognise and resolve interpersonal conflict.
5. Ability to take initiative and capacity to work independently, adapting to changing organisational needs.
6. A comprehensive understanding of alcohol and drug substance abuse and an understanding of residential rehabilitation services.
7. Strong organisational and highly developed interpersonal and communication skills (both verbal and written) with a consultative approach to addressing issues.
8. Ability to effectively liaise and communicate with a wide variety of agencies and individuals at various levels.

*Note: refer to Appendix A for details on competencies

Essential Requirements

- Work Experience or Lived Experience with significant Treatment AND/OR Cert IV or Diploma in Alcohol and Other Drugs AND/OR a degree in Health, Psychology, Social Work, Mental Health or Allied Health with a minimum of the AOD Skill Set* for Health Professionals (or commitment to obtaining the minimum AOD Skill Set* within 24 months of employment).
- Satisfactory outcome of a confidential Police Check and Working with Children Check.
- 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.

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
- Current knowledge of OH&S practices
- Experience working within a Therapeutic Community model

*Appendix A

AOD Competencies

OHV requires people in clinical positions to have the following competencies (or their equivalent). Where people do not already have these competencies, OHV 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

At Odyssey House we value diversity and believe that employing people with a range of backgrounds brings a variety of ideas, perspectives and experiences that will enhance our effectiveness.

We promote a workplace that actively seeks to include, welcome and value each person's unique contribution by encouraging people with disabilities, Aboriginal and Torres Strait Islander peoples, LGBTQIA+, young people and people from culturally diverse backgrounds to apply.



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 House Victoria.

This artwork, inspired by Chris Thorne, represents counting the pillars on one hand.

