



<b>Position Description</b> <b>AOD Clinician Care Recovery OHV-ReGen</b> <b>POSCS3074</b> ISO9001   Approved by Peter Matthews   Next Revision: 13/05/2023	<b>Location:</b>	Various
	<b>Traditional Land Owners:</b>	Bunurong People
	<b>Classification:</b>	SCHADS Level 3
	<b>Reports To:</b>	Team Leaders, Site Counselling or Clinical Coordinators
	<b>Direct Reports:</b>	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

The AOD Clinician: Care & Recovery is responsible for proactively case managing and providing outreach services for complex clients who are awaiting or currently engaged in alcohol and drug treatment. The key purpose of the position is to engage with clients and their families and link them into a range of holistic services including housing, mental health, legal and others, to enhance their treatment outcomes.

### Role responsibilities

Working under general direction in functions that require the application of skills and knowledge appropriate to the work, the role carries responsibility for the following activities in a specialised area, with scope to exercise initiative in the application of established procedures:

#### Clinical Practice

- Provide high quality engagement, assessment, treatment and support services to individuals and their families, including Family Inclusive Practice and Dual Diagnosis principles.
- Provide flexible coordination and support and targeted interventions to enhance the client's engagement and retention in treatment,

including precare support. Interventions may include:

- assessments of clients' AOD treatment and recovery needs
  - practical assistance
  - motivational interviewing and supportive counselling
  - harm reduction information and education
  - case conferences to facilitate integrated and consistent treatment across services
- Facilitate client access to a range of appropriate treatment options and service providers.
  - Develop individual recovery plans by assisting clients to identify relevant goals.
  - Identify the needs of vulnerable children, working with families to develop safety plans and facilitating referrals to partner agencies.
  - Participate in daily clinical reviews to confirm treatment planning and care coordination and provide information that may aid in the achievement of the program's objectives.
  - Utilise the Drug & Alcohol Outcome Star and/or other outcome measure to identify goals, track and monitor progress across a range of recovery domains and provide clients with tangible evidence of the effectiveness of their treatments.
  - Create discharge plans and provide post care support including assisting clients and their families to negotiate their treatment beyond the AOD sector.
  - Follow up with clients at 3- and 12-months post treatment to track recovery progress and support reengagement with treatment as required.
  - Liaising with other health and welfare services, provide clinical expertise and secondary consultation, including the provision of offsite AOD assessments.

### **Professional Liaison and Consultation**

- Maintain regular communication as it relates to care and recovery practices with Team Leaders, Site Counselling or Clinical Coordinators and the wider organisation.
- Participate in, and contribute to, team planning, working parties' reference and steering groups inside and outside the agency.
- Develop and maintain collaborative and productive working relationships with GPs, mental health, hospitals, employment and family services, housing workers and homeless support, child protection, financial counselling, all other AOD services and other community and sector connections.
- Identify new partnerships and enhance existing ones to improve interagency collaboration.

### **Supervision and Development**

- Actively participate in ongoing professional development.

### **Administration**

- Maintain up to date progress notes, case files and data entry.
- Actively participate in the revision and development of policies, clinical guidelines, and treatment programs.
- Adhere to site specific policies and procedures.
- Contribute to the achievement of quality improvement.
- Adhere to and keep informed of all relevant legislative compliance requirements and report any perceived breaches.
- Provide supervisory assistance to students as required
- Undertake other duties as directed by the line management.

### **General**

- Actively promote and adhere to the OHV Child Safety policy and procedures to assist OHV 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

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## **Key Selection Criteria**

1. Relevant health and or welfare Tertiary Qualification e.g., in Social Work, Psychology, Nursing or Allied Health Sciences or working towards completion of relevant qualification.
2. Proven skills in the application of assessment, case coordination, case management, case formulation, development of Individual Treatment Plans and discharge planning.
3. Experience in working with AOD and dual diagnosis clients and other categories of complex clients.
4. Ability to convey empathy and concern and to collaborate effectively with a range of people (including specific groups such as Aboriginal, CALD and Forensic clients) and families experiencing problematic alcohol and other drugs use in a respectful and compassionate manner.
5. Proven ability to develop and collaborate effectively with service providers and stakeholders.
6. A demonstrated commitment to teamwork and the ability to take appropriate individual and team responsibility for the welfare of clients.
7. Highly developed communication and conflict resolution skills.
8. Proven reporting writing skills.
9. Capacity to maintain file records and data collection processes to a high professional standard.

## Essential Requirements

- Certificate IV in AOD or have completed the required competencies (or able to complete within the first 12 months of employment).
- Competencies\* in dual diagnosis (or able to complete within the first 24 months of employment).

\*Note: refer to Appendix A for details on competencies

- Satisfactory outcome of a confidential Police Check and Working with Children Check. OHV 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.
- Be prepared to travel within the catchment to meet the requirements of the job and to work out of various partnership locations
- Be prepared and able to work outside normal business hours on a negotiated basis
- 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.

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## Desirable Requirements

- Specialist knowledge in one or more relevant areas such as Family Therapy, Mental Health, Family Violence, Trauma, etc
- Ability to contribute to formal intra- and inter- service program development and evaluation activities
- Current knowledge of OH&S practices.
- First Aid Certificate.
- Ability to contribute to formal intra- and inter- service program development and evaluation activities.

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## \*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 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***

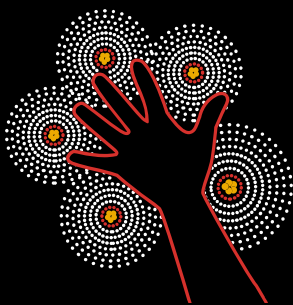
*Odyssey House Victoria's commitment to reconciliation with Australia's first nation peoples, means that we prioritise a workplace that welcomes, supports, and employs Aboriginal and Torres Strait Islander peoples, and we value their unique contribution to our organisation.*

*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 House 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 House Victoria.

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