



ODYSSEY HOUSE
VICTORIA

Position Description Senior AOD Counsellor MDC POSCS3145 ISO9001 Approved by Neos Zavrou Next Revision: 13/05/2023	Location:	Melbourne CBD
	Traditional Landowners:	Wurundjeri People
	Classification:	SCHADS Level 4
	Reports To:	Team Leader & Senior Clinician Melbourne Drug Court
	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

OHV is partnering with Uniting ReGen (ReGen) to deliver counselling services to the Melbourne Drug Court (MDC). OHV and regen are lead providers for the North and West Metro AOD Service. This role will efficiently interface with the broad range of the North and West AOD partner services.

The Senior AOD Counsellor MDC will work with MDC participants for up to 2 years, as part of a small counselling team, to provide intensive counselling, group interventions, provide secondary consultation to the wider court team, and liaise with other in-house health and welfare providers and the MDC staff. The position works closely with clinical advisors and correctional case managers. A significant component of the role is providing clinical recommendations directly to the Magistrate.

The position has a focus on assessing and addressing the relationship between substance use and offending. Excellence in documentation is a necessary requirement.

Role responsibilities

Working under general direction, the role undertakes responsibility for the following varied activities, which may require exercise of judgment and/or

contributing critical knowledge and skills where procedures are not clearly defined.

Casework and provision of treatment services

- Building strong and effective relationships with program participants and their families to create positive expectations and confidence in treatment.
- Providing high quality engagement, assessment, counselling and support services to individuals and their families, through evidence-based counselling interventions.
- Operating within diverse therapeutic frameworks and treatment modalities and providing effective counselling interventions to meet the individual needs of participants, with complex needs and their families.
- Assisting with to the development of treatment plans with other stakeholders/
- Providing information, individual support, education, and practical assistance to participants to help them to reduce the harms of their substance use.
- Considering the needs of (and identifying any risks to) partners and vulnerable children, working with families to develop safety plans, and facilitating referrals to Child First and Family service agents when indicated.
- Actively promoting and adhering 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.
- Participating in the development of exit and post-treatment support plans to offer appropriate guidance including handover and referral to to maintain treatment gains.
- Working with diverse communities including people who identify as Aboriginal and Torres Strait Islanders, CALD and LGBTQI.
- Collaborating and providing secondary consultation with other services/professionals where an integrated/multidisciplinary approach is required. This includes, but is not limited to, mental health, generalist counselling, medical, family counselling, domestic violence workers and culturally appropriate services.
- Providing MDC participants with high quality education and written information around the management of AOD issues and the specific needs and issues they face.
- Developing and maintaining collaborative and productive working relationships with internal and external stakeholders.

Supervision and professional development

- Participating in ongoing professional development, individual and group supervision, reflective practice, and relevant training as required and in consultation with the team leader, taking into account part time status.

Administration and management

- Maintaining a high standard of documentation (including client files and records) compliant with accountability structures and in

accordance with professional, legislative, contractual service obligations and organisational standards.

- Providing data to assist in the MDC information requirements.
- Preparing reports for the Court and providing expert advice to the Magistrate.
- Participating in, and contributing to, meetings and presenting on relevant client issues.
- Adhering to and keeping informed of all relevant legislative compliance requirements, reporting any perceived breaches, risks, hazards, incidents and complaints to the Line Manager or other appropriate person.
- Undertaking other duties as directed by the Team Leader, OHV Program Manager and/or Drug Court Manager.

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

Key Selection Criteria

1. Relevant Health, Social or Welfare tertiary qualification such as Social Work, Psychology, Nursing or Allied Health Sciences, or equivalent knowledge and experience.
2. Minimum of four years' experience as an AOD counsellor, preferably with dual diagnosis clients.
3. Proven ability to work effectively with people and families experiencing problematic alcohol and other drugs use in a respectful, compassionate, and positive manner.
4. Ability to support positive behavioural and recovery-orientated care.
5. Ability to convey warmth, openness, empathy, and concern for the welfare of participants.
6. Experience in therapeutic approaches such as: Motivational Enhancement Therapy, Cognitive Behavioural Coping Skills Training, Family Inclusive Practice, self-help groups, Community Reinforcement Approaches.
7. Demonstrated
 - understanding of interventions for reducing alcohol and drug related harm and the ability to collaborate effectively with partner agencies and other service providers.
 - Knowledge of therapeutic jurisprudence and treatment programs in custodial settings
 - commitment to teamwork and the ability to take appropriate individual and team responsibility for the welfare of program participants.

Essential Requirements

- Relevant Health, Social or Welfare tertiary qualification such as Social Work, Psychology, Nursing or Allied Health Sciences, or equivalent knowledge and experience.
- Completion of minimum AOD competencies* (or able to complete within the first 12 months of employment).
*Note: refer to Appendix A for details on competencies.
- Fulfils requirements for DHHS Accredited Forensic Clinical Drug Assessor.
- Timely and accurate documentation
- Information technology skills, including proficiency in Microsoft Office suite.
- Empathy for those whose lives have been affected by problematic alcohol and other drug use and mental health disorders.
- Satisfactory outcome of a confidential Police Check and Working with Children Check. OHV is committed to child safety and is a child safe organisation
- Possession of a current Victorian Driver's License.
- Eligibility to work in Australia.

Desirable Requirements

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

*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

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.

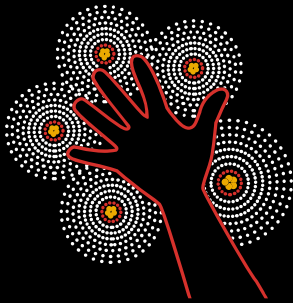
We will act in ways that promote reconciliation between our Aboriginal clients and our staff, and to contribute to the healing that is needed. We will assist with, and prioritise, Aboriginal and Torres Strait Islander job applications and treatment referrals. We commit to celebrating local and national 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.