

Position title	Youth AOD Outreach Worker		
Position holder	Vacant		
Program	Mental Health and AOD		
Funded by	Department of Health and Human Services		
Based at location	Stawell		
Responsible to	<ul style="list-style-type: none"> • Program Leader Mental Health and AOD • Manager Counselling and Support • General Manager People and Community Support • Chief Executive Officer 		
Direct reports	<ul style="list-style-type: none"> • None 		
Award	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2017		
Classification	SACS 3.1 to SACS 4.1		
Hourly rate	\$34.04 to \$37.53	Annual	\$67,262 to \$77,577
Status	Full time		
Hours per week	38		
PD last updated and approved by CEO	July 2022		

Position summary

The Youth AOD Outreach Worker provides an efficient, effective and quality service for young people up to the age of 25 years to minimise the physical, psychological and social harm associated with substance use and misuse by assisting young people to develop informed, safe and sensible behaviour towards drug use (legal, illegal, and prescribed drugs). At times this may require liaising with staff of Child Protection, Victoria Police, Courts, Youth Justice, Department of Justice and other justice organisations.

Youth services accept referrals from catchment-based intake services as well as self-referrals and direct referrals from other services, including child protection, out-of-home care providers and youth justice providers. Young people access services based on clinical judgement that includes an assessment of a young person's developmental stage, AOD treatment needs and accessibility, and the young person's preference. Older youth should be supported to transition from youth to adult services as appropriate.

An outreach service is a mobile treatment and support service that provides assessment, support and ongoing case coordination to young people with AOD problems, in their own or in a neutral environment. It also supports generalist agencies that work with young people, through information, education and training.

Key responsibilities

1. Reduce the harm caused by AOD use, encourage withdrawal and provide post-withdrawal support where appropriate.
2. Provide assessment, support and case management on an outreach basis to young people in their own environment.
3. Employ motivational strategies and evidence informed therapeutic interventions where required.
4. Provide ongoing support to young people in an accessible, 'open door' capacity.

5. Maximise flexibility in treatment and support services so that, where possible and appropriate, young people can maintain their current environment with minimal disruption to themselves or others.
 6. Provide support, information and resources to generalist agencies that work with young people.
 7. Build young people's resilience and promote pro-social connections.
 8. Develop inter-service networks and linkages to ensure appropriate and coordinated ongoing case coordination and referral processes.
 9. Make and follow through supported referral.
 10. Provide appropriate services for carers and families of those affected by AOD use including clients subject to orders with Youth Justice.
 11. Liaise with staff of Victoria Police, Courts, Child Protection and Youth Justice Organisations to ensure the provision of appropriate AOD, assessment, case management and counselling services to young people or young offenders.
 12. Determine urgency of client needs and prioritise service delivery to clients to reduce the harm caused by alcohol and other drug use, including maximising flexibility in treatment and support services so that, where possible and appropriate, young people can maintain their current environment with minimal disruption to themselves or others.
 13. Develop an Individual Treatment Plan (ITP) in collaboration with the client and ensure appropriate implementation, monitoring and ongoing evaluation of ITPs, employing motivational strategies and evidence informed therapeutic interventions where required, building resilience and promoting pro-social connections.
 14. Make referral to other appropriate internal or external services including facilitating access to specialist alcohol and other drug services as necessary, encouraging withdrawal and provide post-withdrawal support where appropriate.
 15. Maintain up-to-date and appropriate client notes, records and documentation providing and presenting written reports as requested.
 16. Participate in joint case management or provide secondary consultation with other agencies and service providers where appropriate, providing support, information and resources.
 17. Develop inter-service networks and linkages to ensure appropriate and coordinated ongoing case coordination and referral processes, by attending relevant meetings, conferences and professional development training programs related to the field as approved by Program Leader or Manager.
 18. Participate and support events and activities of the Local Drug Action Taskforces.
 19. Punctual submission of monthly data requirements and an annual key performance indicator (KPI) of 75 episodes of care (Stawell) and 50 episodes of care (Horsham);
 20. Willingness and ability to participate in the Needle Syringe Program (NSP).
 21. Provide supervision and support to students as required.
 22. Other duties commensurate with current skills and experience as agreed with the Program Leader, Manager, General Manager or the Chief Executive Officer.
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Key selection criteria

Qualifications

- Tertiary qualifications in a relevant or related community services discipline.

Mandatory:

- As per Department of Health and Human Services (DHHS) guidelines, minimal skillsets to work in AOD sector:

- New workers entering the sector without relevant qualifications must obtain a specialist qualification in alcohol and other drugs or addiction at the Certificate IV level or higher to be eligible to work in an alcohol and other drug service funded by the department.
- New workers entering the sector who have a health, social or behavioural science tertiary qualification are required to undertake four core induction competencies or complete a specialist qualification in alcohol and other drugs or addiction at the Certificate IV level or higher.

Desirable

- Membership or eligibility for membership with ACA, APS, AASW.

Demonstrated skills, experience and/or understanding of:

- Addictions, the principles of harm minimisation, and the principles underlying the AOD service sector in Australia.
- Youth specific AOD interventions and case management.
- Youth forensic AOD work.
- Complex AOD and mental health issues.
- Demonstrated attention to detail with well-developed administrative and organisational skills to effectively manage high volumes of work and determine priorities, meet targets and deadlines.
- Ability to maintain confidentiality at all times.
- Demonstrated knowledge and application of computer software, including Microsoft Office and the Internet.
- High level verbal and written communication skills that enable effective and appropriate communication with a broad range of people at all levels.
- Demonstrated ability to contribute to positive workplace culture and practices.

Licences and registrations

- Current Victorian driver licence
- Current National police check (less than 3 months old)
- Current Working With Children Check

Personal attributes

- Ethical and inclusive
- Self-disciplined
- Collaborative and supportive
- Flexible and resilient

Conditions of employment

This position is ongoing and is subject to:

- Successful completion of a six-month probationary period
- Full COVID-19 vaccination status from MyGov or Medicare (including booster) or
- Certified evidence of medical exemption for COVID-19 vaccination

And requires the following checks:

- Satisfactory police check
- Working with Children Check (where required)

Note: Checks must be obtained and provided prior to commencement as a condition of employment at Grampians Community Health. Where check results are unsatisfactory in relation to the role to be carried out, the offer of employment will be withdrawn.

Employee acceptance of position:

Employee signature

Vacant

Date
