

<b>Position</b>	AOD Psychologist, Social Worker or Counsellor	
<b>Key Requirements (Qualifications, Skills, Knowledge and Experience)</b>	<p><b>Essential Qualifications/Experience:</b></p> <ul style="list-style-type: none"> <li>• Psychology, Social Work, Counselling or other relevant tertiary qualification e.g. Social Work.</li> <li>• Registered with the relevant professional Board within the Australian Health Practitioner Regulation Agency, as appropriate</li> <li>• Knowledge of contemporary standards and evidence-based practice in AOD practice and interventions</li> <li>• Demonstrated experience in mental health screening, assessment and management in an AOD context</li> <li>• Commitment to delivering culturally safe and sensitive care</li> <li>• Demonstrated ability to work autonomously as a clinician</li> <li>• Highly developed communication skills.</li> <li>• Current drivers licence.</li> <li>• National Police check is required for all roles at LCM.</li> </ul> <p><b>Desirable Qualifications/Experience:</b></p> <ul style="list-style-type: none"> <li>• Knowledge of AOD pharmacotherapy principles and practice.</li> <li>• Understanding of the Therapeutic Community model and its guiding principles.</li> <li>• Demonstrated knowledge and experience in assessment and diagnosis of adults with alcohol and drug problems.</li> <li>• Minimum 3 years' experience.</li> <li>• Experience or demonstrated capacity to work in an organisation adopting a Christian ethos.</li> <li>• Ability to maintain positive professional relationships with clients and staff.</li> <li>• Demonstrated success in delivering support to clients with complex needs.</li> <li>• Success in maintaining positive key stakeholder relationships.</li> <li>• Demonstrated ability to work unsupervised.</li> <li>• Positive history of following organisational Policy &amp; Procedures.</li> <li>• Working With Vulnerable People Check or willingness to obtain.</li> </ul>	
<b>Summary of Role (inc. Role Purpose)</b>	<p>Missiondale's operating framework is the Therapeutic Communities model. The AOD Psychologist/Social Worker/Counsellor is required to develop working relationships with management, peers and other functional areas within the organisation. Primarily the role will be responsible for providing high quality assessments, counselling and support to individuals with complex needs and working through issues surrounding addiction using evidence based therapeutic interventions. The role will support the Manager and Clinical Lead in the delivery of programs and services for clients.</p>	
	<b>Key Responsibilities</b>	<b>Key Performance Indicators (observable and measurable)</b>
<b>Counselling</b>	<ul style="list-style-type: none"> <li>• Operate within diverse therapeutic frameworks and models including: Individual; counselling; and group work.</li> <li>• Establish a relationship of trust and respect with clients.</li> <li>• Develop treatment plans and provide effective counselling interventions to meet the individual needs of clients.</li> </ul>	<ul style="list-style-type: none"> <li>• Client involvement is optimised.</li> <li>• Clients show progress and report feeling supported.</li> <li>• Reporting to Team shows genuine understanding of individual clients and their progress through the program.</li> <li>• External health support services correspond with client treatment plan.</li> </ul>

	<ul style="list-style-type: none"> <li>• Provide referrals and conduct follow up with external health support services.</li> <li>• Provide support to clients for ongoing personal development.</li> </ul>	<ul style="list-style-type: none"> <li>• Remains approachable and supportive to clients.</li> <li>•</li> </ul>
<b>Client Programs</b>	<ul style="list-style-type: none"> <li>• Actively participate in developing a positive clinical environment.</li> <li>• Participate in sector forums and working groups where requested by management.</li> <li>• Assist with the research, review and updating of Missiondale programs and program documentation.</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Clinical environment encourages and fosters a team approach.</li> <li>• Sector forums and working groups are attended as directed.</li> <li>• Contributes to research and review process.</li> <li>• Makes contribution to program development.</li> </ul>
<b>Administration</b>	<ul style="list-style-type: none"> <li>• Contribute to the development and maintenance of the City Mission Clinical Governance Framework</li> <li>• Maintain client records in line with policy.</li> <li>• Ensure that all assistance rendered to clients is documented as well as contact with other support services.</li> <li>• Be involved in client progress and evaluation processes.</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Records are accurate and completed in a timely manner.</li> <li>• Administrative tasks, case notes and service contacts are completed in line with policy.</li> <li>• Regular and prompt reporting is made to Clinical Lead/Manager.</li> <li>• Contribution to client progress and evaluation is recorded.</li> </ul>
<b>WHS</b>	<ul style="list-style-type: none"> <li>• Operate with a Duty of Care for self, colleagues and clients.</li> <li>• Operate within the organisation’s WHS policy and guidelines.</li> <li>• Maintain professional boundaries in line with policy.</li> <li>• Participate in regular clinical supervision.</li> </ul>	<ul style="list-style-type: none"> <li>• WHS policy and guidelines are followed.</li> <li>• Professional boundaries are maintained.</li> <li>• Clinician undertakes authorised number of supervision sessions per annum.</li> <li>• Employee reports feeling adequately supported.</li> </ul>
<b>Learning and Innovation</b>	<ul style="list-style-type: none"> <li>• Participate in ongoing personal and professional development strategies and individual plans to improve job performance and work relationships.</li> <li>• Remain current with counselling models.</li> <li>• Participate in performance management reviews and staff reviews.</li> </ul>	<ul style="list-style-type: none"> <li>• Shows initiative in identifying training and professional development programs and bringing to the attention of Management.</li> <li>• Contributes to and participates in Performance Review processes.</li> </ul>

**LAUNCESTON CITY MISSION VALUES**

<b>Faith</b>	We have confidence that ethical actions will bring good results.
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<b>Justice</b>	We take personal responsibility to uphold what is pure, right and true.
<b>Compassion</b>	We invest whatever is necessary to heal the hurts of others.
<b>Flexibility</b>	We are attentive and responsive to the changing needs in our community
<b>Enthusiasm</b>	We work with passion and commitment to achieve our goals