

**NGWALA WILLUMBONG ABORIGINAL CORPORATION
POSITION DESCRIPTION**



POSITION TITLE	Aboriginal Alcohol & Other Drug (AAOD) Worker
SERVICE/BUSINESS AREA	Outreach
APPLICABLE AWARD	Social, Community, Home Care and Disability Services Industry Award 2010, Level 3
LOCATION	This position is based at wellington street, however, all Ngwala employees may be required to work at, or across, other sites from time to time.
ACCOUNTABLE & REPORTS TO	Acting Co-Manager Outreach
EMPLOYMENT STATUS:	FTE 0.8 (4 days per week) Probationary period of 6-months Position is for a 2 year term, as part of the SEMPHN funded Program in partnership with Star Health

** Note: The term 'Aboriginal' refers to both Aboriginal and Torres Strait Islander people and communities.*

SCOPE OF POSITION
<p>The Aboriginal AOD and Wellbeing Partnership aims to utilise Star Health and Ngwala’s collective knowledge and connection to Aboriginal and Torres Strait Islander peoples and respective service offerings to effectively support individuals, families and communities to access culturally safe, appropriate and holistic treatment.</p> <p>The program will provide individual’s access to comprehensive Alcohol and Other Drug (AOD) and psychosocial treatment options that address whole of person, are cognizant of culture, identity, family and communities and recognise the strengths and resilience of Aboriginal and Torres Strait Islander peoples. The program also aims to nurture relationships with, and capacity build organisations in the sector to increase access for Aboriginal and Torres Strait Islander peoples into treatment options.</p> <p>The AAOD Worker will provide culturally safe and appropriate outreach case management support to Aboriginal and Torres Strait Islander people who are affected by alcohol and/or other drug use.</p> <p>Within a culturally safe and harm minimisation framework the worker will undertake:</p> <ul style="list-style-type: none"> • AOD assessments using evidence based assessment tools in a culturally appropriate way • Assist client to complete, implement and review Individual Treatment Plans • Provide psycho-social support to clients • Refer and link clients to specialist AOD and other agencies • Advocate on behalf of clients <p>The worker will also undertake community development activities including:</p> <ul style="list-style-type: none"> • Health promotion, information provision, and health education activities • Development and maintenance of community and service linkages & networks • Cultural competency advice and support to specialist services

KEY RESPONSIBILITIES
<p>Outreach Services</p> <ul style="list-style-type: none"> • Provide culturally safe outreach case management support to Aboriginal people, their families and communities. • Undertake AOD assessments and complete Individual Treatment Plans using templates provided by Ngwala.

Location: G: OM/ Human Resources	Created: 7.2020	PD Sponsor: CEO	Last Reviewed: 7.2020 V 5.1	Review Cycle: Triennial 7.2023	Approved By: CEO	Page: 1 of 4
-------------------------------------	--------------------	--------------------	--------------------------------	-----------------------------------	---------------------	-----------------

- Provide culturally safe psycho-social support and outreach support.
- Develop and maintain linkages with other Aboriginal and mainstream AOD and/or health providers to ensure access and continuity of care for clients.
- Advocate on behalf of clients with services and other stakeholders.
- Provide information to Aboriginal communities about the effects of alcohol and other drugs and the services that are available to assist individuals and families.
- Provide and support appropriate health promotion activities with communities as required.
- Provide cultural competency advice to mainstream AOD and/or other health providers regarding the needs of Aboriginal people.
- Comply with Ngwala's administrative and personnel requirements.

Data Management

- Maintain accurate and up to date client records and case notes in the client's file.
- Provide and maintain ongoing case management and data records and other administrative requirements including statistical reports and other correspondence.
- Maintain a high standard of professionalism including client confidentiality.
- Conduct client feedback and relay such feedback to management.
- Report any concerns to management and in emergency situations be prepared to contact the relevant emergency services.

General Education and Training

- Understand and comply with Ngwala's policies and procedures and participate in continuous quality improvement (CQI) evaluation.
- Participate in regular individual/group clinical supervision sessions.
- Attend AOD and Ngwala staff meetings, conferences and forums as required.
- Attend state-wide AOD network meetings.
- Participate in ongoing professional development and training as required.

Teamwork and Agency Representation

- Interact collaboratively within the team and actively participate in team meetings.
- Represent, promote and/or deliver the program in a professional manner.
- Ensure that client confidentiality is maintained in compliance with Ngwala's policies and relevant legislation.

Physical Demands

- This position requires driving and sitting for extended periods of time, operating office equipment, climbing stairs, at times lifting, and other related physical demands. Staff are responsible to only undertake physical duties they deem safe.

ESSENTIAL REQUIREMENTS

- Certificate IV in AOD
- Understanding of and commitment to the Aboriginal community.
- Satisfactory outcome of a confidential Police Check and Working with Children Check.
- Computer literacy skills including Microsoft Office suite.
- Possession of a current Victorian Driver's Licence.
- Eligibility to work in Australia.
- First Aid (Level 2) certificate or commitment to obtain.

KEY SELECTION CRITERIA

Location: G: OM/ Human Resources	Created: 7.2020	PD Sponsor: CEO	Last Reviewed: 7.2020 V 5.1	Review Cycle: Triennial 7.2023	Approved By: CEO	Page: 2 of 4
-------------------------------------	--------------------	--------------------	--------------------------------	-----------------------------------	---------------------	-----------------

NGWALA WILLUMBONG ABORIGINAL CORPORATION

POSITION DESCRIPTION



- Experience working with AOD and/or dual diagnosis clients including a willingness to participate in relevant training.
- Demonstrated experience in the provision of screening, assessment and support to people and their families with AOD issues.
- Demonstrated experience in providing high quality advice, education and support to clients and families.
- An understanding of the intergenerational loss, grief and trauma that is experienced by Aboriginal community members and the subsequent AOD issues that result.
- Ability to work within a team, with excellent written and verbal communication skills and interpersonal abilities.
- Ability to effectively liaise and communicate with a range of organisations and individuals in a collaborative and respectful manner.
- Strong organisational abilities, willing to take initiative and work independently.
- Experience in maintaining client records, data collection and reporting.

OTHER RELEVANT INFORMATION

- Remuneration will be in accordance with industry standards
- Successful applicants will need to disclose any pre-existing illness or injury which could be affected by the **described work duties**. Under sections 41(2) and 39(4) of the *Workplace Injury, Rehabilitation and Compensation Act 2013* (Vic), failure to disclose a pre-existing illness or injury could negatively affect any future injury claim for compensation.
- All employees are required to adhere to the policies and practices of Ngwala.
- This position description reflects the initial expectation of the role and is subject to changes to support organisational goals, priorities and activities.

POSITION INCUMBENT

I have read and understood this position description. I will perform the duties outlined in this position description to the best of my ability.

Signature: _____

Print name: _____

Date: ____/____/____

This position description has been approved by:
Human Resources Manager

Signature: _____

Print name: _____

Date: ____/____/____

Location: G: OM/ Human Resources	Created: 7.2020	PD Sponsor: CEO	Last Reviewed: 7.2020 V 5.1	Review Cycle: Triennial 7.2023	Approved By: CEO	Page: 3 of 4
-------------------------------------	--------------------	--------------------	--------------------------------	-----------------------------------	---------------------	-----------------

**NGWALA WILLUMBONG ABORIGINAL CORPORATION
POSITION DESCRIPTION**



--

Location: G: OM/ Human Resources	Created: 7.2020	PD Sponsor: CEO	Last Reviewed: 7.2020 V 5.1	Review Cycle: Triennial 7.2023	Approved By: CEO	Page: 4 of 4
-------------------------------------	--------------------	--------------------	--------------------------------	-----------------------------------	---------------------	-----------------