

BENDIGO COMMUNITY HEALTH SERVICES

POSITION TITLE: SPECIALIST ALCOHOL AND OTHER DRUGS FAMILY VIOLENCE ADVISOR – LODDON REGION

Award:	Community Health Centre (Stand-Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022
Classification:	Social Worker classification range (SCHCADS Level 5/6 dependent on experience and qualifications)
Site:	This AOD Sector support role is located both at BCHS and co-located with other AOD services providers across the region. Specifics are negotiable.
Hours per fortnight:	76 hours per fortnight (1.0 FTE)
Tenure:	Ongoing
Position description developed:	August 2023
Responsible to:	Senior Leader AOD Psychosocial Services

We want (Vision)

Better health and wellbeing across generations.

We exist (Mission)

To work hand in hand with our community to achieve healthier lives.

We strive for (Values)

- Integrity**
 We are authentic and accountable, and we honour our obligations.
- Respect**
 We build respectful relationships through trust, empathy and collaboration.
- Inclusive**
 We recognise and promote accessible, safe and holistic supports and services as a basic human right.
- Innovation**
 Through continuous learning, we ensure an agile, responsive and sustainable service.
- Togetherness**
 We create a sense of connectedness, pride and support through enjoying our work and being passionate about making a difference.

Our pillars	Consumer and Community	Influence	Visible	Sustainable
The change we want to see	People in our community, especially those most in need, have improved health and wellbeing	We use evidence, data and the voice of our community to shape our supports and services	Our service is identified as a quality provider and our people are recognised as leaders	Our sustainability is based on a healthy culture, improved systems, outcomes and growth

BENDIGO COMMUNITY HEALTH SERVICES

The Role of the Team

The Specialist AOD Family Violence Advisor is situated within Bendigo Community Health Services (BCHS) AOD team who provide a broad range of supports to highly marginalised individuals and families as well as at risk communities. The suite of services covers initial contact, brief interventions, longer term therapeutic and clinical supports, information, harm reduction education and referral into treatment services both internally and externally.

Although primarily located within BCHS this role is responsible for the support and practice leadership for AOD services throughout the Loddon area catchment comprising Local Government Authorities of City of Greater Bendigo, Loddon, Campaspe, Mount Alexander, Central Goldfields and Macedon Rangers. The Advisor will be resourced to work alongside AOD treatment services across all six shires either in person or remotely via video conferencing.

The Specialist AOD Family Violence Advisor will also work closely alongside other area specialists across the state and locally within the Mental Health sector.

Position Role

The Royal Commission into Family Violence (Victoria) found that health services, including Alcohol and Other Drugs (AOD) and Mental Health (MH) services are in a unique position to be able to identify and respond to family violence experienced by their clients. Building the capacity of these two sectors with specialist family violence expertise has the potential to enable earlier recognition and intervention providing a more consistent service response to victims/survivors of family violence and perpetrators at whatever point they enter the health and human services systems. The Royal Commission therefore made recommendations to improve collaboration between the family violence sector and the AOD and mental health sectors to enhance the capacity of practitioners to recognise and respond to family violence victims/survivors and perpetrators.

The role requires advanced communication skills with adaptability to interact with a varied audience. Clear effective communication is crucial to the success and maximising influence of the role. Additionally, an ability to build and maintain professional relationships while easily articulating complex ideas is key to the role's overall effectiveness.

This Specialist AOD Family Violence Advisor Program provides expertise to AOD services and ultimately encourage all three sectors to collaborate through the promotion of shared casework models. The Specialist AOD Family Violence Advisor will demonstrate leadership and ownership for the following activities in the Loddon AOD service delivery catchment:

- Provision of practice leadership in relation to the target client group across agencies in the Loddon catchment.
- Support capacity building within the AOD sector through the provision of specialist family violence expertise and advice in identifying, recognising and responding to family violence through an agreed shared care model.
- Support and strengthen networks and collaborations between agencies and across relevant sectors.
- Enhancement of referral pathways that provide a more integrated and collaborative health and human service system response to family violence.
- Earlier recognition of and intervention into family violence situations for clients of AOD services.
- Enhanced quality and consistency of the service response to victim/survivors and perpetrators of family violence at whichever point they access the health and human services systems.

Position Responsibilities

The responsibilities of the position are:

BENDIGO COMMUNITY HEALTH SERVICES

- Identify, establish and further develop intra and inter agency processes and practices that support high quality responses to individuals and families experiencing family violence.
- Facilitate client information sharing (where appropriate) and support joint work between AOD services and specialist family violence services to achieve better engagement with services for victim/survivors and perpetrators of family violence.
- Provide secondary consultation about a specific client experiencing family violence to clarify relevant issues and to provide advice about the client's ongoing management.
- Assist the AOD workforce to identify family violence related risk and strategies to mitigate those risks for individual clients.
- Explore and research training opportunities for sector development and facilitate group education sessions as required.
- Where required, advise on assessment of clients at high risk, particularly clients with the most complex presentations.
- Assist AOD workers to understand and navigate the specialist family violence system.
- Maintain an in-depth knowledge of the specialist family violence support services in the area and the eligibility requirements for such services, including support and safety hubs as they are established.
- Keep up to date information on waitlists and alternatives for family violence support services in the area.
- Participate in local, state and national networks, webinars and forums.
- Other duties as directed.

Key Selection Criteria

Essential

1. Significant understanding of the evidence on the gendered nature of family violence and the nature, dynamics and impact of family violence
2. Demonstrated understanding of the relationship between family violence and substance misuse in the context of AOD treatment services, and its implications for AOD service delivery.
3. Advanced communication skills with demonstrated experience in interagency liaison, consultation and the building of partnerships with key stakeholders and relevant service sectors.
4. In-depth knowledge of the landscape of family violence and other health and human services in the Loddon area catchment.
5. An ability to articulate and apply a practice framework focused on engagement and assessment including an understanding of Family Violence Risk Assessment, Risk Management, and Information Sharing requirements.
6. A degree in social work or a related community services discipline.
7. Willingness and ability to engage with services working with perpetrators of family violence for the purpose of service linkage and referral.
8. Extensive experience and knowledge of working with diverse individuals and communities.
9. Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.
10. Highly developed written and oral communication skills including management of confidential information, accurately recording information, professional correspondence, and providing clear concise written and oral reports as required.
11. Current Driver's Licence.
12. A current Working with Children Check.

Desirable

1. Significant experience working in the AOD service sector.
2. Extensive practical management and leadership experience (minimum of two years) in the provision of community services or similar.

BENDIGO COMMUNITY HEALTH SERVICES

Probationary Period

Employment with BCHS is conditional on satisfactorily completing a probationary period of six (6) months from date of commencement. During this period your performance will be reviewed with your manager and, assuming this is mutually satisfactory, your employment will be confirmed at the end of this period.

Staff Review & Development (SRD)

Each BCHS staff member is required to participate in the annual SRD process. The SRD will be based on the Position Role and Responsibilities and Key Selection Criteria in addition to the relevant Branch and Team Plans and the following Performance Indicators.

Position Performance:

Demonstrate achievement of negotiated performance indicators specific to your position.

- Successful completion of quarterly and annual reports required as part of the statewide program monitoring requirements.
- Active participation in statewide network meetings and forums.
- Participation in agency based and external supervision along with professional development as negotiated with line manager.
- Knowledge and compliance with BCHS privacy and confidentiality procedures.

Communication and Team Work:

High level communication and interpersonal engagement that contributes to productive and collegial relationships between staff and with consumers

- Display your capacity for self-awareness through reflection, planning and communication.
- Show evidence of your ability to work co-operatively within a team to achieve team goals.
- Establish and develop as key functions of relationship management, regular and professional communication with all your relevant colleagues.
- Demonstrate alignment and integration of practice according to BCHS' Vision, Values, and Strategic Directions.

Self-Management:

Demonstrated experience and understanding of the need for ongoing personal and professional development that contribute to self-satisfaction and professional growth.

- Continually develop personally and professionally to meet the changing needs of your position, career and industry.
- Demonstrate behaviours that lead you to achieving your goals.
- Demonstrate understanding and behaviour to reflect BCHS' values.

Administration and Documentation:

Through the use of BCHS processes ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner.

- Show evidence that the administrative tasks of your position are completed in an orderly, timely and accessible manner.
- Demonstrate that your documentation is completed in an accurate, legally and ethically compliant standard, and is produced to an appropriate professional standard.

Learning:

Demonstrated knowledge and application of the capabilities required for this position including knowledge and understanding of appropriate equipment, legislation, policies and procedures.

BENDIGO COMMUNITY HEALTH SERVICES

- Show evidence of knowledge and understanding of BCHS Strategic Directions and the ability to link key strategic directions to individual and team work plans and individual self-development.
- Demonstrate initiative and enterprise skills that contribute to innovative outcomes.
- Display an appropriate level of awareness of the implications for BCHS of decisions and situations that involve you and others.

Diversity and Culture:

BCHS treats all people with respect; values diverse perspectives; provides diversity training opportunities; and provides a supportive work environment. BCHS is committed to employing people from diverse backgrounds and providing a workplace free from discrimination and harassment.

Child Safety:

BCHS values children from all backgrounds and is committed to making our community a safe, nurturing and welcoming place for children to grow and develop. We are committed to making sure **all** children to reach their individual potential.

Other Essential Requirements

Staff will:

- Complete all required probity checks **before** employment is confirmed.
- Present a copy of original professional qualifications document or registration (if required).
- Receive and comply with BCHS' policies and procedures including the Code of Conduct.
- Actively contribute to continuous quality and service delivery improvement through the organisation.
- Be proactive in risk identification, notification and management.

BCHS believes that “Quality is everyone’s business, safety is my responsibility”

Co-operate with and contribute to BCHS Occupational Health & Safety procedures and participate in appropriate safety information and education activities as required.

Other Information

- Salary Packaging would be available to the successful applicant.
- BCHS' Employee Assistance Program is available to employees and immediate family.
- BCHS is an Equal Opportunity Employer.
- All BCHS sites are smoke free workplaces.
- BCHS has a commitment to environmental sustainability.