

Position Description



Job title	Family Drug & Alcohol Worker
Department	ATTACH
Reports to	Specialist Team Leader
Date prepared/reviewed	December 2019
Location	Varied Uniting sites
Position Details	Maximum Term Part Time

Our purpose is to inspire people, enliven communities and confront injustice. We address the causes of vulnerability and disadvantage, stand for a just society and support individuals and communities to be valued and connected.

Position Objective

Brief summary of position's purpose

The purpose of this position is to provide in-home counselling for substance-using parents who have care of at least one child between 0-12 years. The aims of the service are to reduce the harms associated with parental alcohol and other drug (AOD) use, improve parenting capacity and improve overall family functioning and the outcomes for children.

Values and Associated Behaviours

Uniting's Values and Behaviours which inform the job holder's decisions and actions.

Imaginative – We challenge convention, explore new possibilities and dare to dream for a better future

Respectful – We act with honesty and integrity, and open our hearts to all people without exception

Compassionate – We are nurturing, generous and thoughtful in our words and deeds

Bold – We face injustice head on and stand up for what is right and true with confidence and strength.

Additionally, the role will:

- Respectfully work within the Christian ethos of the Uniting Church
- Works in a way that is consistent with Uniting WA's leadership expectations
- Operate ethically and enhance the integrity of the organisation.

Key Responsibilities

These represent the key outputs of the job, the job's deliverables. They are not specific activities in themselves. These form the basis of the objectives and measurements set for the job holder under the Uniting Performance Management System annually.

- Apply professional expertise to provide assessment and a range of evidence informed, client-focussed therapeutic interventions tailored to meet the needs of parents and families
- Implement and evaluate specialised interventions with individuals and families utilising the Parents under Pressure Program (PUP)
- Identify and act upon critical incidents of risk, such as abuse and/or neglect of children, suicidal ideation or family violence
- Actively develop relationships and engage with community services for the purpose of referral and case management of clients
- Participate in regular supervision
- Represent and promote the service and organisation according to Uniting mission, vision and values
- Maintain a complex case load, including accurate client and organisational documentation in accordance with Uniting procedures
- Effectively contribute to the development and review of service and organisation procedures/policies and professional practice
- Provide statistics, reports, and other information as necessary including entering statistics into the SIMS database
- Undertake accredited PUP training
- Identify and report hazards in the workplace
- Ensure that safety considerations are a priority in all work undertaken by employees and volunteers and all critical incidents to Team Leader
- All other duties as required.

Standard Key Responsibilities (for all Uniting staff)

- To operate within delegated authority and comply with legal, regulatory obligations and requirements of our internal policies and procedures
- Identify and deal (manage and monitor) with risks associated with Uniting
- Compliance with the values and associated behaviours of Uniting
- Compliance with the policies and procedures of Uniting including statutory policies
- Completion of any training and associated assessments identified as a requirement of the position.

Competencies

The knowledge and soft skill requirements necessary for this position.

- Well-developed counselling skills
- Ability to work in potential conflict or high risk situations with clients
- Excellent demonstrated interpersonal skills and ability to work within a small team
- Sound computer literacy skills
- Sound administrative and report writing skills and ability to document case notes
- Ability to use a manualised intervention program
- Ability to work in isolation and in difficult circumstances
- Demonstrated ability to liaise with key stakeholders on a professional basis

- Ability to work in ways that are congruent with the values of Uniting and the Uniting Church in Australia.

Qualifications

Education, experience and technical skills required for this position.

- Relevant degree or substantial progress towards a degree (e.g. Social Work or Psychology) and/or significant relevant experience
- Current National Police Clearance
- Current Working with Children Check
- Current First Aid Certificate
- Current C Class Driver's licence
- Experience with service delivery to complex alcohol and other drug clients
- Knowledge of evidenced based AOD interventions
- Knowledge of evidence based parenting interventions
- Knowledge and understanding of Aboriginal Culture and ability to work with Aboriginal and culturally and linguistically diverse communities
- Knowledge of issues facing the target population, including mental health, trauma, attachment, parenting and substance use.
- PuP accredited (desired)

Additional Information

Any additional information that would be helpful to someone trying to understand the nature or purpose of the position.

This role will be required to liaise with the following external parties:

- Clients
- Other Agencies

In addition, this role requires the incumbent to make one on one home visits and may be required to undertake after hours' work.