



GOLD COAST DRUG COUNCIL INC.

JOB DESCRIPTION & SELECTION CRITERIA

Position Title	Youth Drug & Alcohol Outreach Worker
Location	191 West Burleigh Rd, West Burleigh 4220
Created	July 2009
Last Reviewed	July 2010

About the Gold Coast Drug Council Inc.

The Gold Coast Drug Council Inc. (GCDC) had its beginnings as a voluntary organisation known as the Drug Referral Centre. It was established in 1971 as the first alcohol and drug service on the Gold Coast. In 1981 land was granted by the Gold Coast City Council at 191 West Burleigh Road to establish a centre for education, prevention, assessment, referral and detoxification – this was called Mirikai (or “place of peace”).

In the 1980’s the GCDC focused on developing professional standards for treatment and education and in 1987 adopted a Therapeutic Community approach to treatment services for young people. The GCDC was also the first residential rehabilitation centre in Australia to become accredited under the Quality Improvement Council in 2001.

Over the years the organisation has developed a range of community services which assist young people and their families. These services include residential services and a wide range of out-client services supported by both state and federal funding.

Recently, the GCDC has developed an integrated model of specialist treatment to address the complex requirements of those clients who have coexisting mental health and substance abuse needs, and is becoming one of the leading agencies in Southeast Queensland to provide these services.

Philosophy of the Gold Coast Drug Council Inc.

The Gold Coast Drug Council (GCDC) believes that the reason for drug use is both social and psychological. Therefore our programs have been designed to incorporate flexibility so that we can best meet the problems and progress of the individual client.

Our programs can assist our clients to strengthen their decision to stop taking their drug/s of dependence and to deal with the underlying reasons for drug use. They also offer clients practical skills that can help their behaviour to become more self-regulatory, and enhance their choices in making major lifestyle changes in order to stay free of drug/s of dependence.

We strongly believe in consumer and community participation in the development, design and evaluation of the program and we will use all avenues available to us to facilitate community participation in the way services are delivered.

Gold Coast Drug Council Inc. Values

Community: Community for us means collaboration, participation, diversity and mutuality.

Compassion: Compassion for us means generosity, nurturing, empathy and being supportive.

Competence: Competence for us means valuing skill, knowledge, professionalism, commitment and diligence; and encouraging professional development and personal growth.

Innovation: Innovation for us means being creative, responsive, strategic, visionary and collaborative, and valuing research and evaluation.

Integrity: Integrity for us means being ethical, honest and trustworthy and principled.

Optimism: Optimism for us means we believe in the power of hope, that we promote positivity, and have a firm belief in the potential for change.

Respect: Respect for us means a positive regard for all individuals, and an appreciation of uniqueness and diversity.

Social Justice: Social justice for us means belief in fairness and justice; the need for a balance of rights and responsibilities; and the promotion of equity and access for all people.

Transparency: Transparency for us means openly communicating in relation to the decisions and practices which affect others.

Working Relationships

This position reports to the Youth Outreach Team Leader, and the Clinical Director.

This position is responsible for supervising: Nil.

Key Responsibilities and Tasks

Service Delivery

- create opportunities for and deliver youth drug & alcohol services in a range of outreach settings across the Gold Coast in conjunction with other agencies
- undertake comprehensive assessments of presenting clients and generate recommendations for their treatment or referral.
- facilitate the development of individualized treatment plans which reflect the goals developed with the client and where possible their families
- provide crisis counselling
- provide individual counselling, advocacy, support and case management as required
- *provide early and brief intervention programs*
- facilitate didactic and process groups as required
- negotiate and facilitate the necessary support to assist clients to achieve their goals, and promote links to networks and community inclusion
- engage in networking, education and community capacity building activities with schools, agencies and other organisations, to facilitate appropriate referrals and the development of group programs to address identified gaps in services *where possible*
- develop early intervention programs focused on skills development (eg. anger management, problem solving, relapse prevention, goal setting and stress management) for at risk young people, utilising age appropriate interventions such as peer role modelling, and art therapy.
- ensure effective and appropriate communication with and involvement of staff, clients, their families and friends in the delivery of the service
- relate to young people (between the ages of 12-25 years) in a manner which is relevant and appropriate to their developmental and cognitive level of functioning
- behave ethically and function collaboratively as a member of the Gold Coast Drug Council multi-disciplinary staff team
- maintain a positive, consistent, caring approach when working with at risk individuals and their issues maintaining their integrity, stability and safety

Service Performance

- achieve performance targets as set by the *Outreach Coordinator*
- maintain effective record keeping on all clients including the regular updating of client files
- contribute to the monitoring of service performance as required
- contribute to the generation of service reports as required

Quality

- participate in program evaluation and quality assurance activities including data collection, monitoring of outcomes, meeting of performance indicators, accreditation activities and other quality related initiatives
- attend Staff meetings as required

Selection Criteria

- SC1 Possession of degree, diploma or certificate in behavioural sciences, youth, welfare or similar desirable discipline together with extensive structured experiences in an AOD or similar treatment setting with young people *with a thorough understanding of Harm Minimisation Strategies*
- SC2 Demonstrated competence and skills in assessment, treatment planning, counselling, and case management for young people with drug related problems and co-existing emotional/behavioural disorders, and related issues.
- SC3 *Demonstrated experience in group work including Didactic and process group skills*
- SC4 Sound interpersonal communication skills.
- SC5 Ability to function as a member of a multi-disciplinary team with minimal supervision.
- SC6 Demonstrated competence in community liaison and community capacity building; working with a range of appropriate professionals in youth related services.
- SC7 Good administrative skills, including a moderate level of computer literacy
- SC8 Possess (or can obtain on appointment) a “Working with Children check” Suitability Card
- SC9 Possess a current drivers licence