



Position Description

Young People Early intervention Program (YPEIP) Youth Worker

Position summary

The Buttery's Young People Early Intervention Project (YPEIP) increases access to evidence-based early intervention drug and alcohol treatment services. Reporting to the Program Coordinator, the Youth Worker provides a range of evidence-based and practice-informed interventions to young people.

The target groups are young people (aged 12 to 24 years) who are experimenting with alcohol or other drugs (AOD), experiencing harms as a result of their AOD use or at high risk of escalating their AOD use.

The program is also available to families of young people participating in the counselling service.

Organisational relationships

Direct reports: Nil

Internal and external relationships

Internal relationships involves team and staff engagement and collaboration

External relationships may include families and carers, Juvenile Justice & FACS, Primary Health Network professionals, clinicians, GP's, agents for housing, Community Mental Health Service Providers and the broader community

Responsibilities	Outcomes
Intake and assessment	
Respond to queries and offer support to potential participants.	There is consultation with the Program Coordinator, potential participants and stakeholders.
	Initial engagement with the young person and their family occurs within 3 working days of referral to the service.
	Meetings are organised with potential participants and comprehensive bio-psychosocial assessments inclusive of mental health assessments, risk assessments and state of change analysis are undertaken, e.g. ATOP, K10.
	Consent forms are obtained from young people over 16 and from parents/carers of young people aged under 16.
	Intake records are maintained with details of referrer, presenting problem(s) and outcomes.
	Referrals are made to other support services that better meet participant needs.

Responsibilities	Outcomes
Clinical support	
Support new participants and provide a range of evidence based interventions at their stage of change.	<p>New participants are supported and a treatment plan is collaboratively created within one week of commencing the program and reviewed every 4 weeks.</p> <p>Interventions are tailored to individual circumstances using a youth-focused systems approach and harm minimisation as appropriate using a range of modalities including but not limited to motivational interviewing, mindfulness, acceptance and commitment therapy, schema therapy and cognitive therapies.</p>
Guide participant through the options available.	<p>The participants receive one on one counselling sessions.</p> <p>Crisis intervention and capacity building are facilitated.</p>
Provide a highly professional, ethical and respectful service.	Feedback from participants indicates that the relationship is respectful and professional.
Facilitate group meetings.	Groups are facilitated with the aim of supporting those experiencing harm as a result of their AOD use or at a high risk of escalating their drug use.
Case management	
Case manage participant in a holistic manner for optimal outcomes.	<p>Effective case management is carried out taking into consideration different cognitive, behavioural, emotional, social, physical and spiritual needs.</p> <p>There is positive feedback from completing participants about the program delivery.</p>
Advocate for participants to access support services.	Participants are given information and advice in areas such as housing, legal, physical and mental health, employment, education, and training.
Case coordination	
Be a liaison to local legal services, PHN services, housing, disability and social support services, community organisations, Indigenous groups, schools and other youth-centric entities.	<p>There is evidence of quality partnerships and increased referrals across the sector.</p> <p>Buttery endorsed media materials are distributed to rehabilitation services, Aboriginal services, justice services, schools and youth organisations and at sport, dance and music events.</p> <p>There is promotion of registration to My Health Record to enable optimal care coordination.</p> <p>Facebook is utilised to maintain open communication with participant and provide ongoing support and aftercare 'check in'.</p>
Conduct counselling/therapeutic interventions with families/partners/children.	Families are offered counselling and referred to other outreach services as appropriate.
Manage the transition of participant after the program.	<p>Transitional support is offered to de-escalate harmful use or for relapse prevention.</p> <p>Exit planning and review is undertaken including a documented appraisal of treatment plan outcomes, self-help strategies, facilitated access to community supports, periodic contact and participatory feedback.</p>

Responsibilities	Outcomes
Educate youth workers and teachers and others who work with young people who have AOD issues.	There is increased knowledge and understanding of the benefits of AOD early intervention.
	Presentations are made to young people at Aboriginal services, juvenile justice services, schools educational institutions, community organisations, groups, clubs and volunteer organisations.
Provide primary community education interventions to raise awareness	Community education initiatives are utilised to promote addiction understanding and awareness.
	There is active participation in promotional initiatives.
Administration and reporting	
Maintain participant files and undertake other administrative tasks as required.	Accurate case notes/participant files/paperwork/data input/reports are maintained and updated.
Ensure there is compliance with requirements.	Legislative, contractual and audit inspection framework requirements are met.
	Within 24 hours of identification, report all cases of suspected abuse or neglect to government authorities, advise the NCPHN of any sentinel events, facilitate the referral of vulnerable children to FACS and Child First, as appropriate.
Collect data to support future programs.	Sufficient data is available to ensure there is evidence of the program's effectiveness.
	There is participation in research projects as required.
Team support	
Participate in peer and clinical supervision processes.	There is adequate preparation and active participation in peer and clinical supervision.
Participate in informal and formal case conferences, staff meetings and planned meetings.	There is active contribution in meetings to reach key program and clinical decisions.
Work autonomously and as part of a team.	A strong work ethic, respect, punctuality and commitment to service is demonstrated to ensure other outreach team members are well supported.
Representation and Networking	
Develop and maintain a working knowledge of AOD and other relevant agencies/services.	Constructive relationships with key stakeholders are developed and maintained.
	There is active liaison with relevant agencies and other service providers, regarding participant progress and participation.
Represent the organisation positively in public forums.	There is attendance at conferences, peak body meetings and symposiums.
	Presentations about the program are made as required.
General	
Be compliant with WHS requirements and take reasonable care to ensure your	There is demonstrated compliance with WHS requirements to ensure a safe and healthy workplace. This includes abiding by the non-smoking directive at

own safety and health and that of others. Abide by their duty of care provided for in the legislation. Ensure you do not place others at risk by any act or omission. Ensure you do not interfere with safety equipment.	the designated sites a and compliance with any pandemic directives and protocols..
	Any injury, hazard or illness are reported immediately, where practical, to your manager/coordinator.
Take an active role in building your resilience and preventing psychological injury. Take reasonable care for your health and safety and that of others who may be affected by your conduct.	The importance of wellbeing and self-care as a part of resilience is acknowledged. Strategies are implemented to maintain personal wellness and resilience. Clinical supervision or other supports are utilised, when needed.
Be compliant with codes, guidelines, policies, procedures, legislation and Standards and proactively engage with Buttery continuous quality improvement.	Codes, guidelines, policies, procedures, legislation, Standards and quality improvement processes are adhered to at all times. Changes and improvements are supported.
	All mandatory training programs and team meetings are attended.
	There is mandatory reporting of any suspected incidents of child abuse.
Support an environment free from discrimination, harassment, bullying and model appropriate standards of professional behaviour in the workplace.	Interactions with colleagues, participants, and stakeholders are undertaken in a courteous manner.
	Cultural and linguistic diversity is taken into consideration.
	There is positive feedback from others regarding your interactions.
Other duties relevant to the role as requested by the Program Coordinator.	

Selection criteria

Qualifications and checks

- Tertiary qualifications in Social Work, Psychology, AOD, Mental Health or Counselling
- Current and valid Driver's Licence with an ability to undertake regular travel around the region
- A satisfactory Criminal Record Check and Working with Children Check
- Current COVID vaccination and First Aid certificate

Professional skills and experience

- Demonstrated experience working with young people with complex support needs including in particular AOD support needs co-occurring with serious mental health issues and other issues such as: trauma, homelessness, family and cultural separation or contact with the criminal justice system drug or alcohol addiction
- Experience in providing counselling to individuals using motivational interviewing, mindfulness, ACT, schema therapy, cognitive therapies and other counselling techniques.
- Experience in delivering education and training programs to individuals and groups
- Established networks and relationships with a range of services in the local area
- Demonstrated commitment to cultural diversity, equal employment opportunity, legislative compliance and workplace health and safety

Interpersonal skills

- Strong communication skills and the ability to collaborate as part of team
- Ability to work autonomously and use time effectively
- A reasonable level of health and resilience to fulfil the demands of the role.

Agreement

These conditions of employment, your duties and location may be varied by The Buttery during the term of your employment. The position description duties are to read in conjunction with the terms and conditions that form your contract of employment. I accept and agree to the duties in this position description. I understand and agree to abide by the terms and conditions stipulated.

Signature _____

Name _____ Date _____