



The Lyndon Community

The Lyndon Community is recognised as an organisation of excellence for the provision of alcohol and other drug services to Western New South Wales.

Job Title:	Aboriginal D&A Practice Support Worker (Aboriginal Identified)
Program	Murdi Paaki Drug and Alcohol Network (MPDAN)
Location:	Lyndon Outreach Programs – Moonya Cottage, Bloomfield Campus, Orange, NSW
Salary Range/Award:	Social, Community Home Care & Disability Services Industry Award 2010
Position Type:	Full time
Responsible To:	Murdi Paaki Drug & Alcohol Network (MPDAN) Program Manager

Program Description

The Murdi Paaki Drug and Alcohol Network (MPDAN)

The Murdi Paaki region covers almost one third of NSW along the Murray Darling Basin in the north and west. More than 8, 700 Aboriginal people live in the region, in towns such as Broken Hill, Bourke and Walgett and in some of the more remote and isolated Aboriginal communities in NSW such as Brewarrina.

The Murdi Paaki Drug & Alcohol Network (MPDAN) is a partnership between The Lyndon Community, Maari Ma Health Aboriginal Corporation, Bourke Aboriginal Health Service, Coonamble Aboriginal Health Service and Walgett Aboriginal Medical Service. Each partner receives recurrent funding from Commonwealth Department of Prime Minister and Cabinet under a Council of Australian Governments initiative to reduce the harm done by alcohol and other drugs to Aboriginal communities. The Murdi Paaki Drug & Alcohol Network's Hub in Orange focuses on improving access to specialist drug and alcohol knowledge and support existing primary health care services to provide evidence-informed and culturally appropriate health promotion, prevention, early intervention, treatment and care through workforce development, capacity building and community development strategies. Clinical services are provided by the Aboriginal medical services at the Network sites.

The Aboriginal D&A Practice Support Worker will provide clinical practice supervision and training services to the MPDAN, Aboriginal communities and individual workers in the Region. This position supports the work of the Clinical Hub based in Orange by providing: outreach and telehealth clinical services (where possible); supporting specialist medical consultation; consulting on complex cases; providing practice supervision to Aboriginal Health Workers, D&A workers and other community service workers in the Region; and, support Health Promotion initiatives throughout the Hub and Network.

An important part of the role is supporting service development of partner Aboriginal health services in the Murdi Paaki Region. This position also supports primary health care partners to develop, implement, and evaluate local plans to improve service coordination, and develop workforce and community capacity.

Job Description

1. Summary of the broad purpose of the positions in relation to the organisation's goals.

The Aboriginal D&A Practice Support Worker will work in close consultation with the Murdi Paaki Program Manager, the Murdi Paaki Senior D&A Educator and the Deputy CEO of The Lyndon Community to coordinate the ongoing operations of the MPDAN in the Murdi Paaki Region of NSW.

The Aboriginal D&A Practice Support Worker has a critical role in the facilitation of, and participation in, evidence-informed, education programs aimed at minimising the harmful effects of substance use and misuse and supporting existing service providers to this end. In particular this position will be responsible for the implementation, ongoing development and evaluation of strategies and initiatives that support workforce development in the MPDAN Region primarily and other regions upon request.

These workforce development programs aimed at up-skilling existing service providers will be delivered in community settings and also to government and non-government agencies, health and community workers. Planned, regular travel throughout the Murdi Paaki Region is a requirement of the position.

2. Reporting/Working Relationships.

- The position is responsible to the MPDAN Program Manager and then Deputy CEO of The Lyndon Community.
- The Aboriginal D&A Practice Support Worker works in collaboration with partner agency staff in the Network sites and participates in Network planning and service delivery. The position also has a key role to play within the larger Lyndon Community and the Clinical Hub in Orange.

3. Statement of Key Responsibilities.

Regional service provision

- Develop key partnerships with relevant stakeholders such as NSW Health Mental Health Drug & Alcohol (MHDA) Services, Aboriginal Community Controlled Health Organisations (ACCHO's), primary health care services, NGO's, GP's and Aboriginal leaders and their communities
- Develop partnerships with local communities to develop, implement and evaluate initiatives and projects that are aimed at increasing community awareness of substance use and misuse, including Drug & Alcohol First Aid (DAFA)
- Ensure practice is culturally safe and reflects evidence-informed good practice standards
- Provide statistics, reports and information as required by key stakeholders, managers, and funding bodies
- Provide training, education and practice support to people delivering health services to Aboriginal people

Workforce Capacity Building

- Facilitate access to culturally appropriate and culturally safe drug and alcohol resources to support practice, such as: guidelines; manuals; self-directed learning packages; e-resources; and consumer-targeted resources
- Mentor and Supervise staff; students and trainees on placement with the Clinical Hub
- Provide practice support, peer supervision and work development opportunities to workers in the Region
- Train and support staff of Regional services to implement protocols for screening, early detection and management of substance misuse and other identified training needs

Community Capacity Building

In partnership with Murdi Paaki Drug and Alcohol Network local Coordinators, local services and Murdi Paaki Aboriginal Communities:

- Actively work with and support culturally appropriate community development approaches, such as working with local Aboriginal Land Councils, Elders' groups, Aboriginal cultural organisations, etc.
- Provide education to members of the Aboriginal Community on substance use/misuse disorders
- Support the development of culturally appropriate and effective local responses to substance use/misuse disorders including screening, promotion, prevention, early intervention and community education programs (e.g. brief interventions, DAFA, Aboriginal-specific resources, etc.)
- Supporting Aboriginal people to access health care, including drug and alcohol services

Leadership and management

- Attend scheduled staff, Network and work-related meetings
- Demonstrate culturally competent and safe service delivery with an understanding of how the cultural history of Aboriginal Australia has impacts on today's health outcomes
- Leading training, planning and service delivery groups for Aboriginal people and health workers in the Murdi Paaki Region
- Participate as a member of a multi-disciplinary cross-agency and cross-cultural team

- Participate in the ongoing planning, implementation and evaluation of culturally-appropriate and evidence-informed programs and services
- Provide clinical leadership within the Region, including role-modelling and demonstrating professional substance use/misuse/abuse knowledge and skills
- Record statistics in The Lyndon Community's Client Management System (CMS) and participate in reporting mechanisms as requested by the Program Manager and Deputy CEO.
- Represent the Murdi Paaki Drug & Alcohol Network Team at meetings, in the wider Aboriginal community, and in clinical liaisons

Professional Development

- Participate in two (2) or more formal training opportunities per calendar year in consultation with the Program Manager and Deputy CEO
- Participate in external Clinical Supervision one (1) hour per month
- Participate in in-house staff upskilling (e.g. DAFA Instructor training, Addiction Medicine Specialist Education Sessions, etc.)
- Participate in performance appraisal; respond to identified training and development needs to improve performance
- Participate in staff mentoring as required

Other

- Contribute to a safe and supportive work environment
- Experience working in rural and remote communities would be advantageous
- Willingness to travel the Murdi Paaki Region approximately one week per month – with flexible work hours and time in lieu arrangements being negotiable with the Program Manager
- Other duties as requested by the MPDAN Program Manager and The Lyndon Community Deputy CEO

Selection Criteria

- Tertiary qualifications in Drug & Alcohol, Health, Health Science, Welfare, Community Development, Community Services, Education, Mental Health, Social Science, Social Studies, Training or similar field
- Work experience in service delivery or similar – experience and/or training as a Clinician would be advantageous
- A commitment to client-centered practice, upskilling the workforce, evaluation and research as part of ongoing Program development and quality improvement
- Ability to develop, deliver and evaluate presentations for professionals, community groups and individuals in response to target audience needs
- Ability to work within a multi-disciplinary, cross-agency and cross-cultural team
- Capacity for flexibility and self-direction in organising, prioritising and managing workloads
- Current NSW drivers' license and the capacity to travel on a planned, regular basis throughout the MPDAN Region
- Demonstrated ability to be ethical, professional, and accountable to services and communities of the MPDAN Region
- Demonstrated skills in working with / for Aboriginal organisations and communities – including an understanding of the social determinants of health for Aboriginal people

Salary and Conditions

The successful candidate will have access to the organisation's car pool, a laptop computer and mobile phone. Flexible working hours and time in lieu arrangements are negotiable with the Program Manager. This is a salaried position and will be negotiated based on the relevant experience and qualifications applicable to the role. The salary range is \$68, 000 - \$75, 000. Salary packaging is offered through the organisation's salary packaging provider. All other conditions are in accordance with the Social, Community Home Care & Disability Services Industry Award 2010.

Reviewed By:	Julie Proctor	Date:	06.04.2016
Approved By:		Date:	
Last Updated By:		Date/Time:	

INFORMATION FOR APPLICANTS

The information contained in this document has been prepared to provide assistance in preparing applications for vacant positions with Lyndon Community.

Prior to completing your application you should read this information to gain an understanding of the selection process and the basis for the appointment of successful applicants.

Please refer to our Checklist for Applicants before submitting your application.

Successful applicants will undergo a Working With Children Check and a Criminal Record Check.

APPLICANT CHECKLIST

Remember you know everything about you, the selection panel knows nothing about you so you need to tell us everything you know about you that will help you to get an interview.

Have you clearly shown?

- the position name
- your name and address
- a daytime contact telephone number

Have you attached?

- a covering letter stating how you meet the **essential and desirable criteria** (using each criteria as a heading)
- your resume

Have you:

- included the name and contact numbers of two work related referees
- signed and dated your application
- kept a copy of your application

Applications should be marked: 'Private and Confidential'

And addressed to: Julie Proctor
The Lyndon Community
P.O Box 9374
ORANGE EAST NSW 2800

Phone: 02 6361 2300

Mobile: 0427 177 243 or 0437 948 135

Facsimile: 6361 7400

Email: jproctor@lyndon.org.au