

Group Worker and Counsellor Position Description

Position Title	Group Worker and Counsellor
Directorate	Vinnies Services
Reports To	Team Leader, Case Management
Base Location	Freeman House Residential Drug and Alcohol Rehabilitation Service – Armidale
Primary position objective	To deliver high quality, evidence based counselling and groups to the participants of the Freeman House Residential Drug and Alcohol Rehabilitation Service.

Directorate overview

This position is in the Vinnies Services directorate. The Vinnies Services directorate provides a range of evidence-based services and programs that support men, women and children experiencing poverty or disadvantage to rebuild their lives. The teams within the directorate and their functions are:

Homelessness and Housing: this team is responsible for statewide management of excellent homelessness and housing services.

Community Inclusion: this team is responsible for statewide management of excellent community inclusion services, including disability services.

Local Area Coordination (LAC) program: this team is responsible for delivery of the LAC program in partnership with the National Disability Insurance Agency (NDIA).

Health: this team is responsible for statewide management of excellent health services.

Clinical governance: this role is responsible for driving accountability for statewide provision of high quality and safe services to the people we serve.

Service innovation and business development: this team is responsible for service innovation and business development.

Accountabilities and responsibilities

The counsellor/group worker will:

- Engage relevant clinical assessments and implement appropriate clinical interventions through individual counselling.
- Complete risk assessments.
- Facilitate psycho-social educational and Counselling groups as agreed with by the Manager North West and the Health team Leader
- Timely completion of case and counselling notes
- Participation in policy development in line with Quality Improvement process

- Participation in external clinical supervision
- Participation in staff and case review meetings.
- Participation in other meetings including external from the service, as directed by the Manager North West.
- Participation in training and professional development where directed by Management
- Liaise and negotiate with a diverse range of stakeholders and other providers of services to this population. These stakeholders may be involved in current interventions or may be seeking more general advice/consultancy.
- Collect demographic, service provision and outcomes data specific to allocated clients and the service systems that support them.
- Abide by their organisations and peak body's code of conduct at all times when providing clinical services.

The position holder is responsible for implementing evidence based best practice based on the over-arching policies of Freeman House. It is the role of the position holder to ensure that practices implemented or recommended comply with the requirements of legislation, policy, current literature/research and professional bodies code of conduct.

Key working relationships

This role will foster close working relationships with:

- A diverse range of stakeholders and other providers of services to this population. These stakeholders may be involved in current interventions or may be seeking more general advice
- the Freeman House case management, nursing and support work staff
- The Freeman House Aboriginal Community Liaison Officer.

Essential criteria

Critical capabilities

There are nine capabilities expected of all employees across the Society:

- **'People we Serve' centric:** (Level 2) Enable the delivery of high-quality services that provide a hand up for the people we serve
- **Values Based Leadership:** (Level 2) Enable individuals and teams to be guided by the Society's mission, vision, values and lay Catholic heritage
- **Impact Focus:** (Level 2) Enable others to deliver positive impact through informed decision-making and efficient and effective use of resources.
- **Collaboration:** (Level 2) Enable collaboration with Conferences, directorates and teams to create opportunities, solve challenges, foster the Society's mission and implement the Strategic Plan.
- **Change Leadership:** (Level 2) Support others to engage with, and adapt to change.
- **Team Performance:** (Level 2) Motivate and manage individual and team performance and develop their capabilities.
- **Digital Engagement:** (Level 2) Enable and facilitate participation in virtual, dispersed teams using digital tools.
- **Innovation and Improvement:** (Level 2) Encourage innovative behaviour to improve existing and new services and ways of working.
- **Financial Acumen:** (Level 1) Use the Society's resources responsibly.

Role-specific criteria

- Tertiary level qualifications counselling, in social work or psychology or behavioural sciences, or a related discipline that provides a
- Current membership of the appropriate peak body (e.g. APS, ACA, PACFA, AASW)

- The ability and experience to be able to deliver therapeutic interventions, counselling services and treatment planning.
- Competent and knowledgeable in assessing and working with people with complex presentations and trauma.
- Experience conducting risk assessments, including suicide and violence risks, and develop action plans that mitigate these risks.
- Demonstrated experience in facilitating group work and training.
- Exceptional interpersonal skills with the ability to work with a diverse range of people and demonstrated ability to confidently apply de-escalation strategies in high conflict situations
- Well-developed organisational, time management, computer literacy and project management skills
- Ability to work in a team environment.
- Current Driver's Licence or willingness to obtain.

The St Vincent de Paul Society is an Equal Employment Opportunity Employer