

JOB DESCRIPTION FORM

SENIOR THERAPUETIC COMMUNITY (TC) COUNSELLOR EDUCATOR

Position Title:	Senior TC Counsellor Educator		
Service Location:	Cyrenian House Therapeutic Communities		
Program: (If applicable)	Therapeutic Community Program	Hours:	76 Hours per fortnight
Reporting to:	Clinical Coordinator	Award Classification:	Level 5.4 Cyrenian House EBA
Our Vision	Healthy, inclusive and harm-free communities		
Our Mission	An organisation that provides the highest quality services to make a positive and meaningful difference in the lives of people affected by alcohol and other drugs.		
Our Values	Empowerment, Diversity, Compassion, Integrity and Hope		
Cyrenian House values the uniqueness of individuals who may vary in many different ways, including race, ethnicity, culture, social class, gender, age, religious belief, sexual identity, mental and physical ability. We celebrate and promote this diversity as a strength of our organisation.			
This position:			
The Senior TC Counsellor Educator's (STCCE) role is to facilitate and strengthen the Community as Method (CAM) treatment approach that underpins and informs service delivery within the Therapeutic Community. Working collaboratively, under the supervision of the Residential Services Manager, this person will provide a professional AOD service to consumers including counselling, education, mediation and support.			
Duties and Responsibilities:			
General: <ul style="list-style-type: none"> • Support, promote and work in accordance with the Vision, Mission and Values of Cyrenian House. • Participate as a valued team member promoting and contributing to a supportive team environment. • Provide support to and share expertise with other staff, students and volunteers. • Participate in staff meetings, supervision, training and team planning workshops. • Contribute to the development, implementation and evaluation of the service model. • Contribute to Cyrenian House continuous quality improvement processes. • Work in accordance with Cyrenian House Code of Conduct. • Be responsible for personal health and safety in the workplace and for complying with all Cyrenian House occupational safety and health policies and procedures, promoting and maintaining a safe and secure environment. • Contribute to and promote the implementation of the Standards on Culturally Secure Practice. • Other duties as required. 			

Counselling, Mediation and Case Management:

- Provide counselling and information to residents and significant others, providing treatment that is multidimensional involving therapy, education, values and skills development.
- Working with diverse population groups, considering different adult learning styles and cultural factors.
- Support a staged-approach program for residents with a focus on assessment, treatment, transition and/or re-entry.
- Respond appropriately to residents in crisis situations by supporting organisational policies and procedures.
- Facilitate the referral process of residents to suitable services and assist in engagement of the resident where necessary.
- Mediate between residents and their families to resolve conflict and negotiate agreed goals and actions as required.
- Supervise urine collection of same sex residents.

Group Work, Education and Training:

- Co-facilitate TC groups and give feedback to staff.
- Develop appropriate and relevant evidence-based group material in collaboration with clinical team members.
- Manage conflict and respond appropriately to group needs using the Community as Method model.
- Strengthen resident's involvement and communication skills using the Community as Method model.
- Provide a safe and supportive group environment for residents to express and respond to their emotions and gain understanding of issues relating to their alcohol and other drug use.
- Encourage therapeutic interactions between residents that support positive change and personal development.
- Develop positive co-facilitation relationships with peers through the exchange of feedback, encouraging an open and safe team environment.
- Be responsive to emerging drug trends, consumer needs and evidence based best practice when developing program elements.

Representation and Stakeholder Engagement:

- Develop and maintain a working knowledge of AOD services, and other relevant services.
- Represent and advocate on behalf of residents where necessary.
- Actively liaise with relevant persons and services where appropriate
- Attend interagency networking groups as directed.

Teamwork and Agency Development:

- Provide handover information to staff, highlighting any incidents and/or other matters of concern.
- Provide peer support and share expertise with other team members.
- Actively contribute to staff meetings, clinical supervision, AOD training sessions and ongoing professional development; participate in agency planning and team building workshops.

- Actively contribute to continuous quality improvement processes., including the implementation of new programs, educational classes and adding new components to the TC.
- Contribute to the development, implementation and evaluation of the Therapeutic Community model and service delivery policies and procedures.
- Maintain appropriate levels of skills and knowledge of drug trends, through training and research.
- An understanding of your own personal strengths and weaknesses; the ability to demonstrate self-care in the workplace.
- Teamwork skills to work cooperatively with other staff members, including a willingness to resolve conflict.
- Attend team meetings.

Administration and Supervision

- Line supervision, roster and shift coordination of night and weekend workers.
- Provide support to staff and volunteers as directed or when the Co-ordinator/ Manager is not available.
- Mentor TC Counsellor /Educators within the TC.
- Maintain resident files and statistics, as well as other related administration duties.
- Undertake the supervision and training and development of volunteers in the TC.
- Undertake other administrative and office management tasks as required.

Community as Method

The role of staff in Therapeutic Communities is not the same as what can be expected at other AOD services. There is a therapeutic intervention provided by staff (through counselling and group facilitation) however they are not expected to be the major agent for change. This is the responsibility of the community and staff roles are to support the community as method process.

CAM Strategies:

- Support therapeutic interactions between resident members that support positive change and personal development.
- Provide objective facilitation and demonstrate rational and fair process in community decision making.
- Support the integration of residents into the community.
- Support the empowerment of residents.
- Support the maintenance of a safe environment and positive functioning of the TC.
- Encourage resident participation and interaction.
- Provide appropriate therapeutic interventions.
- Encourage involvement in community activities.
- Encourage interaction with residents in formal and informal contexts while maintaining clear boundaries.
- Encourage role modelling for the community residents.
- Support the offering of personal experience only where appropriate.
- Maintain personal boundaries.
- Maintain objective facilitation/'rational authority' in decision making processes.
- Challenge, and deal well with confrontation, role modelling appropriate responses.
- Perform varied tasks including facilitating living skills development.
- Relinquish control to support consumer empowerment, recognising that 'the community and not they (the staff member) are the major change factor for residents'

Selection Criteria:

Essential competencies and experience:

- Degree in Social, Behavioural, Education, Health Sciences or equivalent experience and training in the AOD area.
- Well-developed assessment and counselling skills.
- Experience working within a multi-disciplinary team.
- Demonstrated experience, knowledge and practical application of Therapeutic Community Model principles.
- Demonstrate an understanding of the 12 step philosophy and “Community as a method Treatment Model”.
- Demonstrated experience in working with consumers experiencing issues related to alcohol and other drug use.
- Demonstrated and well developed interpersonal, verbal, and written communication.

Desirable competencies and experience:

- A working knowledge of 12 step self-help.
- A demonstrated ability to work in culturally secure way with Aboriginal people.

Required Clearances:

- Full work rights.
- Current National Police Clearance.
- Current First Aid Certificate
- Current driver’s License and reliable vehicle

Please sign below to confirm you understand of the requirements of your role and return a signed copy to the Human Resource Department:

Name: _____

Signature: _____