



## **Speak Out Dual Diagnosis Position Description Caseworker/Counsellor (Fixed Term Contract)**

**Position Title:** Caseworker/Counsellor  
**Program:** Speakout Dual Diagnosis Team  
**Reports to:** Speak Out Program Manager

### **Employment Details and Remunerations:**

**Employer:** Weave Youth and Community Services Inc.  
**Hours of Work:** Full time - 35 hours per week  
**Status:** Fixed Term Contract until 30 June 2022  
**Award:** Social Community Home Care and Disability Services Industry Award 2010 (SCHCADS)  
**Benefits:** Superannuation @ 10% and leave loading @ 17.5% plus generous wage packaging/salary sacrifice available and bonus paid leave days over the end of year break.  
**Location:** 1B Elizabeth Streets Waterloo 2017 and outreach as required.

### **Position Context**

The Speak Out program at Weave Youth and Community Services has a strong track record over the past 23-year of delivering specialist holistic, therapeutic supports to young people aged 12 - 28 years old with co-occurring mental health experiences and alcohol or other drug (AOD) use issues.

- Speak Out provides a holistic model of care that responds to the issues that young people identify as their priorities. Support for achieving AOD and mental health outcomes is woven into the overall program of support, which can also

include assistance with housing, justice system engagement, health, employment, education, and family relationships. The program is multimodal, providing young people with opportunities to access individualised support (casework and counselling), social connectedness and peer learning (group programs), creativity and self-expression (art therapy), leadership development, skill development and growth (projects, Youth Advocacy).

Your role will be to provide intensive wrap around casework, counselling, practical assistance, information and referral, education advice and support services to young people with co-existing mental health and AOD issues.

### **Weave Youth and Community Services**

Weave is a place-based non-government organisation that supports children, young people, women, families and communities who have been impacted by systemic disadvantage and intergenerational trauma. With a 45 year track record, Weave has strong connections, experience and trust across the communities it services and the systems in which it operates, including government, families, local community and local NGOs.

Weave delivers services and programs that range in purpose and intensity from student tutoring and mentoring to domestic violence casework and counselling support, a driver licensing program, post-release support for people leaving custody, community based support for young people with coexisting AOD and mental health issues, parenting support, creative events, and leadership and advocacy programs.

Weave has a deep commitment to cultural safety and to providing culturally responsive support for Aboriginal people, who represent around 70% of Weave's client base.

Our work centres authentic relationships and client-led support that celebrates people's strengths, self-determined success, and improved life outcomes.

For more information about Weave please visit our website: [www.weave.org.au](http://www.weave.org.au)

### **Key Accountabilities**

- Provide individual counselling/casework and case management support to young people with complex trauma histories and complex needs, including co-existing mental health and AOD issues.
- Provide referral, advocacy, information, and support services to Speak Out team clients.
- Work in a highly responsive, trauma informed, strengths-based, healing-centered, culturally safe and innovative way.
- Work collaboratively under a "shared care" model alongside other Weave staff and external health professionals and service providers.
- Contribute to strategic planning for the Speak Out Program and Weave in general.
- In consultation with your Program Manager, develop work plans in alignment with Weave's Strategic Plan and participate in training and performance appraisal as required.
- Attend monthly clinical supervision.

- in alignment with your work plan identify professional training and development needs in consultation with the Speak Out Program Manager.
- Liaise with relevant networks, agencies, community members and government departments.
- Assist the team with supervision of student placements as appropriate.
- Assist with and encourage client participation in Weave events and projects.
- Maintain up-to-date administrative and clerical records as required within the course of your work, including upkeep of client files, data base, daily client statistics, organizing logistics for groups, writing reports and support letters.
- Other duties as required.

### **General Accountabilities of all Weave Staff**

- Work as part of the wider Weave team displaying effective team membership.
- Participate in Weave staff meetings, training, team building and performance appraisal etc as required.
- Perform all duties in accordance with the Weave Code of Conduct, and Weave policies and procedures and relevant legislation and industry regulations.
- Unequivocally acknowledge the importance of, and practice in accordance with, Weave's [Aboriginal Healing Framework](#), the primary policy that fundamentally outlines and guides our practice and engagement with our Aboriginal and Torres Strait Islander clients and communities.
- A commitment to EEO policy and OH&S safety standards, ethical practice principles and a commitment to the principles of cultural diversity.
- Take responsibility to ensure that Weave is a warm, inviting and hospitable environment for everyone to be in. Treat people like you would if they came to your home.
- Notice when things are untidy and make an effort to clean up as needed. Everyone at Weave has a responsibility to keeping our spaces clean and tidy so that our clients and community feel valued.
- Make sure all visitors to the centre are welcomed and looked after including offering cups of tea, coffee, water etc. and that they get the assistance they came for, or at least information and referral if Weave cannot assist directly. Hospitality is a shared responsibility of the whole of Weave team and is included in the job descriptions of all staff.
- It is important to take care to listen very carefully to what people are asking for and not make assumptions about their needs, it is equally important to welcome all people to the centre, even those that clearly don't fit in our target group. Everyone who comes to any Weave site should feel valued.
- If someone has made an appointment to see a particular staff member, you need to make sure that the staff member knows the person has arrived and is waiting for them.
- Whilst it is understood that each worker has specific duties, there is a natural overlap of roles.
- Expectations of workers roles can change according to the needs of the community and available resources.

### **ESSENTIAL SELECTION CRITERIA**

1. Tertiary qualifications in Human Services (Social Work, Youth Work, Community Development) or Tertiary Counselling qualifications.

2. Minimum 2 years experience in a casework and counselling role, preferably with young people in a community organisation.
3. Demonstrated experience working with Aboriginal young people and communities
4. Well-developed counselling skills, demonstrated ability to draw upon a range of therapeutic modalities, preferably including Narrative Therapy.
5. Demonstrated experience of working within a trauma-informed and strengths based, healing-centred framework.
6. Experience providing counselling to marginalised young people who are impacted by a range of complex issues, in particular co-existing mental health and AOD issues.
7. Understanding of the impacts of intergenerational trauma as well as systemic and social issues facing Aboriginal people and communities in the Waterloo/Redfern area and beyond.
8. Excellent verbal and written communication skills.
9. Current NSW Working With Children Check clearance and National Police Check
10. Must have current Class C drivers licence

#### **DESIRABLE CRITERIA**

- Knowledge of service networks in City of Sydney, and Sydney's Inner West areas.
- Current First Aid certificate
- Experience in and/or training in cross-cultural communication
- Aboriginal and/or Torres Strait Islander people are strongly encouraged to apply