


Alcohol & Other Drug Worker – Public Intoxication Response

EMPLOYMENT DETAILS			
Role type	Fixed Term	Award	Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS)
Hours per week	Full time	Pay Classification	AOD Worker
Reports to	Team Leader – Public Intoxication Response	Secondary Report	Program Manager – Public Intoxication Response
Additional Benefits	Access to Salary Packaging		

ORGANISATIONAL CONTEXT	
	<p>Bendigo & District Aboriginal Cooperative (BDAC) is an ACCO (Aboriginal Community Controlled Organisation) registered as a member under the umbrella of VACCHO (Victorian Aboriginal Community Controlled Health Organisation) and represented nationally through NACCHO (National Aboriginal Community</p>
<p>Controlled Health Organisation).</p>	
<p>BDAC was founded to represent and provide services to Aboriginal and Torres Strait Islander people living on Djaara Country.</p>	<p>BDAC has a responsibility to ensure growth of services, development of our Aboriginal and Torres Strait Islander community, better and improved health outcomes for our people, improved quality of life and be a lead agency in providing self-determination employment and career pathways for Aboriginal people.</p>

LOCAL WORK ENVIRONMENT
Bendigo and District Aboriginal Co-operative provides a range of specialist services for Community living on Djaara Country including a Medical Clinic, Health and Wellbeing, Family and Community Services, and Kindergarten.

POSITION OBJECTIVE
The AOD Worker will bring practical skills, cultural awareness, and a client-focused approach to the Public Intoxication Response (PIR) service, supporting Community members in the Greater Bendigo and Castlemaine areas who are affected by alcohol and other drugs. Guided by Victoria's health-based approach to public intoxication, the AOD Worker will play an important role in engaging with individuals who are intoxicated, providing brief interventions, and developing immediate care and safety plans while awaiting acceptance into the AOD service.

This role will deliver harm minimisation strategies, facilitate timely referrals, and work alongside the PIR team to ensure individuals are supported in culturally safe and respectful ways. The AOD Worker will also share their knowledge and skills with other team members to strengthen treatment pathways and enhance overall care. By fostering trust, empowering individuals, and linking them with ongoing supports, the AOD Worker will contribute to a compassionate and effective PIR service that improves outcomes and promotes the wellbeing of Community members.

BDAC'S VISION AND CORE VALUES

"Empowered generations belonging to strong families, culture and community".

Our Lore refers to the stories, customs, beliefs, and spirituality of our People. Our Lore guides our work and has been passed down through generations by our ancestors and knowledge holders.

Our five LORE principles are:

- We keep our focus on Community priorities.
- We are brave.
- We think outside the box.
- We create a safe, caring, and supportive environment.
- We are accountable.

Please refer to our <https://www.bdac.com.au/our-strategy> for further information about our underlying principles within the BDAC Strategy.

KEY POSITION RESPONSIBILITIES

Primary Responsibilities

- **On-Call Outreach:** Participate in the PIR on-call roster, responding promptly to referrals from Centralised Intake. Conduct AOD-focused assessments, provide immediate support through brief interventions, and initiate appropriate referral pathways in line with harm minimisation principles.
- **AOD Support & Intervention:** Apply specialist knowledge of alcohol and other drugs to deliver culturally safe, evidence-based interventions. Provide short-term care planning, harm reduction advice, and link individuals to longer-term treatment and recovery supports.
- **Assertive Outreach:** Proactively engage with individuals in the Greater Bendigo/Castlemaine areas through an assertive outreach model. Build trust and rapport with those affected by intoxication, ensuring they are supported in safe environments and connected to appropriate services.
- **Team Contribution & Knowledge Sharing:** Actively contribute to the PIR team by sharing AOD expertise, insights, and strategies that strengthen overall treatment and care. Support colleagues in identifying risks and applying best-practice approaches to working with intoxicated individuals.
- **Care Coordination & Advocacy:** Support individuals to navigate health and community services, advocating for their rights, dignity, and health needs. Work collaboratively with services to ensure equitable access to culturally safe and appropriate care pathways.
- **Guidelines and Procedures:** Work under the guidance of the Program Manager, adhering to all reporting requirements,

	<p>guidelines, and standards to ensure quality, safety, and consistency in service delivery.</p> <ul style="list-style-type: none"> • Stakeholder & Community Relationships: Build and maintain strong working relationships with emergency services, health providers, community organisations, and other stakeholders. Contribute to strengthening referral pathways and promoting a collaborative, community-centred response
Response to Family Violence	This position is designated under the Multiagency Risk Assessment and Management framework (MARAM) as: Tier 3 Intermediate Risk Assessment training and responsibilities
General Responsibilities	<ul style="list-style-type: none"> • Uphold BDAC's Values, Code of Conduct, and all relevant policies and procedures. • Engage in supervision, professional development, and continuous quality improvement (CQI) activities. • Attend team meetings, staff meetings, and community events as required. • Comply with legislative and regulatory obligations. • Identify and report risks promptly to your line manager, including completing incident reports via LogiqcQMS. • Collaborate effectively within a team to meet performance and development goals in line with BDAC's program requirements. • Follow reasonable directions from BDAC management. • Maintain a safe work environment in accordance with BDAC's Occupational Health and Safety (OHS) policies.

COMMITMENT TO SAFETY

- BDAC has zero tolerance to all forms of violence.
- BDAC is committed to service delivery and a work environment that prioritises equity and diversity and actively supports inclusion. We aim to ensure every individual is treated with dignity and care with respect to their cultural background, ability, ethnicity, gender identity, sexual orientation, age, caring responsibilities, spirituality, or religion.
- BDAC is committed to the Child Safety Standards and believes that all children and young people have the right to be children and live free of abuse and neglect, so they can grow, learn, and develop. Everyone within BDAC is responsible for ensuring a culture of child safety, preventing child abuse.
- BDAC is committed to the health and wellbeing of its employees and stakeholders. Everyone within BDAC is required to foster a workplace that is safe and healthy that is free from all forms of harassment, bullying, and discrimination.

KEY SELECTION CRITERIA

- Demonstrated experience working with individuals affected by alcohol and other drugs, including those presenting with intoxication, chronic health issues, and comorbidities, with an understanding of the unique needs of Aboriginal and/or Torres Strait Islander peoples.
- Sound knowledge of harm minimisation principles and the ability to provide brief interventions, immediate support, and short-term care planning that is culturally safe and responsive to Community needs.
- Proven ability to deliver assertive outreach, engaging respectfully with vulnerable individuals in community settings to build trust, reduce harm, and connect them to appropriate health and social supports.

- Strong interpersonal and communication skills, with the ability to work in partnership with Aboriginal and/or Torres Strait Islander people, families, and communities, ensuring services are culturally safe, inclusive, and empowering.
- Ability to work effectively as part of a multidisciplinary PIR team within an ACCHO environment, contributing AOD knowledge and insights to strengthen care pathways, while adhering to organisational policies, procedures, and reporting requirements.

Education, Training and/or Competencies.

Mandatory

- Minimum Certificate IV in Alcohol and Other Drugs, Mental Health, Community Services, or a related field
- Current Victorian Driver's Licence

Preferred/ desired

- Previous experience working with Aboriginal and/or Torres Strait Islander community members or in an Aboriginal organisation
- Additional qualifications in Aboriginal Health, Social Work, Counselling, or Community Development will be highly regarded.

CONDITIONS OF EMPLOYMENT

- Must pass a Criminal Police Record Check.
- Must pass and provide copy of Working with Children's Check (*or Teachers Registration if applicable*).
- Must hold current full Victorian Drivers Licence and provide a copy.
- Must have the right to work in Australia.
- Must pass an Employment History check; and
- Must have and maintain a commitment to child safety, equity, inclusion, and cultural safety.
- **Vaccination Policy:** all staff are encouraged to be vaccinated against whooping cough, measles, mumps, and rubella (MMR) (*if not immune*), influenza (*annually*), hepatitis A and B, chicken pox (*if not immune*); shingles (*for eligible people*), and COVID-19. It is expected that Clinic, aged care, and djimbaya, staff will be vaccinated against the above diseases and will be required to complete a **Vaccination Consent Form**. It is also expected that Clinic staff will be vaccinated against diphtheria, tetanus, and pertussis (DtP).

EMPLOYEE STATEMENT

I have read, understood, and accepted the above position description of the **Position Title**.

EMPLOYEE NAME:

SIGNATURE:

DATE:/...../.....

Please register with Quality, Risk, & Compliance for version control prior to finalising/ distribution.