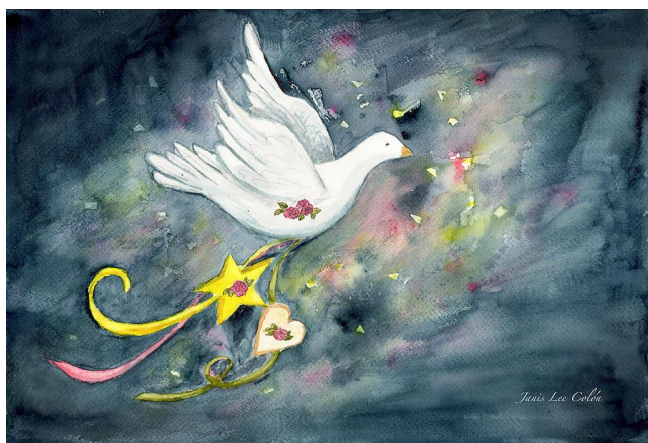




## Christmas Greetings and Best Wishes to all ATCA Members, Friends and Families



On behalf of the ATCA Board, I would like to extend our warmest of greetings to all our members, friends and families for a safe and happy festive season.

We have enjoyed a great deal of success in 2017, which we will build on in the coming year. We are also aware that for many of the TC Family, 2017 also brought some challenges and sadness. We lost some members of our TC Family over the year, and we remember them and think of their loved ones and families at this time.

Stay safe over the coming weeks, especially if you are travelling. We look forward to working with everyone again in 2018 and wish all, love and peace over Christmas and a happy start to 2018.



## ATCA Board elections and appointments

The ATCA's Annual General Meeting was held during the 2017 Conference in Brisbane, with six nominations for the four Board positions, which had become vacant.

Thank you to everyone who nominated, it is a sign of a healthy organisation when we have nominations coming forward and members wanting to contribute in this way.



Mitchell Giles stood down from his position and did not re-nominate. Other members who were eligible to stand again were Carole Taylor, Garth Popple and Gerard Byrne – all of whom were returned to the Board. Garth was then elected to the position of Chair and Gerard to the Treasurer's position.



Mark Ferry, who had previously been an appointed member to the Board, was elected to the fourth position. Congratulations Carole, Garth, Gerard and Mark. Thank you to Mitchell for your valuable contribution over the past years.

Discussion during the ATCA Conference, and particularly during the Cracker Barrel session, included the need to consider First Nations representation on the ATCA Board. This concern was discussed during the Board's first meeting in November.



We are delighted to announce that Mr Scott Wilson has accepted appointment to the ATCA Board. Scott brings to the Board a wealth of knowledge and experience.

Scott is the Director of the Aboriginal Drug and Alcohol Council (ADAC) and an Aboriginal man from the Stolen Generation. Scott has lived experience of substance use, which brought him into contact with both law enforcement and health agencies during his youth.

Scott was first appointed as Acting Director of ADAC in 1994, and in 1995 became Director, a position he has held ever since. Scott's commitment and involvement in the Indigenous substance misuse field has seen him appointed to many national organisations and committees, and we are delighted that we are now able to say that the ATCA Board has become one of these.

ADAC is also a member of ATCA, which gives us the further opportunity to extend the Board's geographical membership to South Australia.



In April 2013, ADAC, together with Aboriginal Health Council of

South Australia (AHCSA) and Aboriginal Family Support Services (AFSS) formed a consortium to establish a service using the therapeutic community model of care to address the AOD needs of the Aboriginal and Torres Strait Island people in the north-west region of South Australia. The three partners are also all state-wide community organisations with member organisations in all communities within South Australia.

The ATCA Constitution allows for the appointment of two members to the Board, in addition to the elected positions. In considering these appointments, the Board must consider both skills and wider issues, including geographic representation.

Bernice Smith, Co-CEO of Goldbridge in Queensland was therefore invited to join the Board, and happily, has accepted. Both Bernice and Scott will be appointed for a 2 year term, and will be eligible for re-appointment for up to 12 consecutive years.



Congratulations to all elected and appointed Board members, who have joined continuing Board members Johnny Dow, Eric Allan and Carol Daws. Carol was elected to the position of Deputy Chair, and Eric to Secretary and Public Officer.



### ATCA conference wrap-up

Thank you to everyone – presenters and delegates, who made this year's conference such a huge success. The ATCA Board and 2017 Conference Advisory Committee would especially like to thank and publicly acknowledge our generous sponsors who supported the 31<sup>st</sup> Annual Conference.



**ATCA Gala Dinner Sponsor**



**James A. Pitts Oration Sponsor**



**Major ATCA Award Sponsor**



## Travel Scholarships Sponsor

The donation of the original artwork *Maliyan wulinya* by the Henderson Gallery was auctioned at the Gala Dinner, with the successful bidder, Anne-Maree Kaser, becoming the proud owner of this amazing piece of work.



The painting is about new horizons, meeting challenges, growth and development through a series of initiations. The energy in the middle is about focusing through mastery. The change of direction towards the top is about using everything learned and applying to head in new direction. To begin the process again.

There are parallels to be drawn from this story with the process of recovery.



We thank Robert Henderson and the Henderson Gallery for this generous donation and thank Anne-Maree for her purchase, which contributed \$6,000 to ATCA to be used in workforce development projects for the benefit of members.

## ATCA Awards

Presentation of the ATCA Awards, when we honour and celebrate the people and the programs that make up the membership, are an important part of the conference calendar.

**ATCA Recognition Award:** This award recognises the individuals who have made a contribution to the TC movement in Australasia over a period of ten years or more. The goal of this Award is to provide public recognition of the dedicated contribution by staff members and volunteers, including Board members.

Sixteen people received the Recognition Award:

**Katharine Manning** is a Case Worker with Turning Point, at the Salvation Army’s Fairhaven program. She has the difficult role of assessing and interviewing potential intakes into the Withdrawal facility. Katharine also provides valuable support as part of the leadership team and to the various groups that operate at Turning Point.

**Lani Time** is the Program Manager at the Gold Coast Recovery Services – Fairhaven. She has significant experience and knowledge within the AOD sector, providing service delivery to those who are earnestly seeking a better way of life. Lani also provides tremendous leadership to her staff and the residents. She speaks from experience and understanding – and most importantly, from the perspective of desiring to see people live lives of freedom and hope.

**Pat Harvey** is a Team Leader with The Salvation Army’s Fairhaven Turning Point situated in South Port on the Gold Coast. She is responsible for assessing all potential clients for the residential Bridge Program and the Withdrawal facility.

**Tony Murray** is a Support Worker with Fairhaven’s Withdrawal unit and Bridge program. He has vast experience in the AOD sector and provides the highest level service to the residential community in the detox and long-term Bridge Program. He is well liked by all as he takes a genuine interest in people and seeks to help in whatever capacity he can.

**Traci Wilkins** is Senior Case Worker at The Salvation Army’s, William Booth House treatment centre. She is a tireless worker, passionate about supporting and assisting those experiencing a wide range of issues

related to their addiction and dependencies issues. She is gifted with the ability to come alongside the residents in a disarming and caring way, allowing her to quickly establish a therapeutic relationship. Traci is a quiet achiever, choosing to support the participants and the service consistently and diligently with little fuss or ceremony. She has a strong therapeutic understanding and complementary skills and abilities developed over more than a decade, and has contributed significantly to the development and stability of the modified therapeutic community at WBH.



**Ben Williams** is Chair of the Goldbridge Board and has been a member since his first appointment in 2007. In 2010, Ben was appointed to his current position of Chair. Ben was born and bred on the Gold Coast and has a deep passion for supporting not for profit pursuits that have a proven and sustained positive impact on the Gold Coast community. His extensive commercial knowledge and expertise have been invaluable to the success of Goldbridge in recent years. He remains dedicated in continuing to serve as Chair to ensure the essential services offered by Goldbridge continue to be provided and expanded to meet community need.

**Dr Morgan O'Brien** has been a member of the Goldbridge Board for over 10 years, and is currently Vice Chair. He provides invaluable knowledge to the organisation, especially in relation to addiction medicine and information for the health and wellbeing of residents and staff. Dr O'Brien is the Principal Doctor at the Broadbeach Medical Centre and is the Visiting Medical Officer at Goldbridge, where he has delivered a quality and trusted service to residents for many years. Feedback from residents is that they see Morgan (as he is known to all) as a key part of the Goldbridge team for medical, health and wellbeing needs, and they have confidence in him as their GP.

**Maureen Oldfield** has been a member of the Goldbridge Board for over 10 years. She is a committed Board member who rarely misses a meeting. Maureen has a calm aura and a special skill in sitting back and listening to what people say. It is this skill that enables her to question and clarify – asking the hard questions in a respectful manner. She is interested in the TC and the progress of residents through treatment.

**Barbara Hill** is the Treasurer and Accounts Manager for the Goldbridge Board, a post she has held for 17 years, since 2000. In this role, she visits the TC and talks with the residents to fully understand their financial needs and coordinates all resident trust funds. The Goldbridge residents feel confident that they are able to begin to save money while in treatment, knowing that when they complete the program, they will have resources to assist in establishing themselves within the community. This supports residents and staff, allowing them to focus on therapy and goals.

**Toni Eachus** has been working at Goldbridge for 11 years, initially joining the team in 2006 as an AOD worker, then becoming TC Coordinator and now Operations Manager. She provides day-to-day supervision of the AOD Workers and is responsible for the daily management of the TC routine and associated activities. She is committed to the TC model, and has participated in the TC Standards training and undertaken internal audits to ensure policies and processes are in line with the TC philosophy. Toni makes sure that Resident voices are heard. Toni oversees the annual Resident survey and implements actions and improvements that may be needed and addresses any issues that may be identified.

**Janina Lace** is the Yoga and Meditation Instructor at Goldbridge, and has facilitated weekly meditation classes for over 15 years. She is passionate about meeting the biopsychosocial needs of the clients in a busy TC environment and offers a space to unwind, relax and stay focused on the “here and now”.

**Marie-Claire Manganaro-Sclater** is a TC Team Leader and staff member at Goldbridge, who leads a multi-disciplinary team which strives to help residents to reclaim their lives. After 20 years of nursing and her own experiences of problems stemming from substance abuse, Marie-Claire initially volunteered at Goldbridge, but fell in love with AOD work and decided to follow her heart. She is passionate about the TC modality and has contributed to the TC

movement through her ongoing commitment and enthusiasm for maintaining TC Standards.

**Ralph Fletcher** is a volunteer supervisor at Goldbridge, where he provides supervision to clients on evenings and weekends to ensure the functioning of the TC. Ralph first volunteered in 2007, and has undertaken weekly shifts for the past 10 years. He is always willing to be called upon at short notice and is a 'role model' to the Goldbridge residents, supporting them to remain in treatment and mentoring their journey of recovery.

**John Bartlett** started Fresh Hope in 1999, together with his wife, Karen. His role has always been in the overall running of Fresh Hope, with the majority of his time concentrating on the administrative role and providing support to the women and children in treatment. In 2006, Fresh Hope first joined ATCA.

**Karen Bartlett** started Fresh Hope in 1999, alongside her husband, John. Since then, she has been a major player in establishing the program to become a place of hope and healing. She is a great believer in establishing a therapeutic community at Fresh Hope. In 2006, Fresh Hope first joined ATCA.

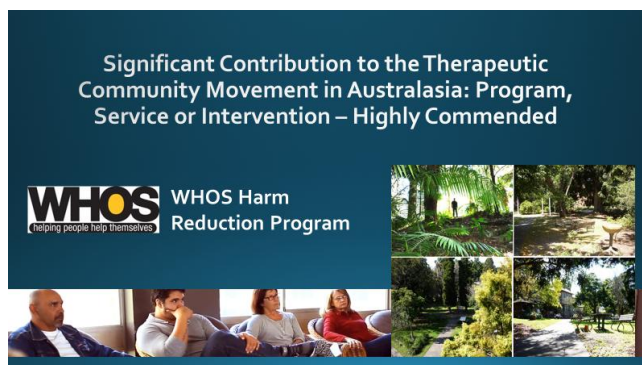
**Jessica Walshe** began work at Odyssey House Victoria in 2005. She came to Odyssey House after many years working in the Mental Health system as a psychiatric nurse. During this time Jessica has taken on the roles of a senior clinician and eventually the Clinical Manager. Jessica embraces the ethos of the Therapeutic Community in all her practice and oversight of admissions, medical and clinical practice. We are fortunate to have her guiding hand at Odyssey House Victoria.

The award for **Significant Contribution to the Therapeutic Community Movement in Australasia: Program, Service or Intervention** recognises an exemplary or commendable contribution to the Therapeutic Community movement in Australasia made by a program or intervention.

The criteria for this award is based on current best practice; effectiveness on a range of measures, including the improvement of social and psychological functioning; and evidence that it is making a meaningful contribution.

In 2017, after due consideration, the judges decided to highly commend **The WHOS Harm Reduction Program** for their long-term commitment to Harm Reduction, and to the education and promotion of

wellbeing, healthy lifestyle and harm reduction initiatives across the six TCs that come under the organisation's umbrella.



This has been a progressively expanding commitment commencing in 1986 in step with the Commonwealth Government's Harm Minimisation approach to the Drug Strategy. Education is essential to ensure the message of safe drug use and safe sex is being received by the clients accessing the organisation's services. There is an emphasis on overdose prevention and Harm Reduction Workers are allocated to each service and nursing staff oversee onsite clinics, liaising with community GPs, Sexual Health Services and BBV services.

The award of **Significant Contribution to the Therapeutic Community Movement in Australasia by an Individual**, recognises the individuals who have made a significant contribution to the Therapeutic Community movement in Australasia over a considerable period of time.

This year we recognised the work of **Brian Holt, Therapy and Operations Manager, Odyssey House New South Wales**, with a special award of **Significant Contribution to Therapeutic Community Organisational Development - Individual Award**.



Brian's contribution to the development and growth of the TC model within his own organisation has

been significant. He has been working in Odyssey House residential services for the past 25 years and was a senior graduate of the residential program before commencing employment with Odyssey in a therapist role in 1992.

In 1996, Brian was appointed to the role of Coordinator at the Admissions and Referral Centre, and after 9 years moved to the position of Manager of the Odyssey House Admissions and Referral Centre and Withdrawal Unit. In 2005, the Withdrawal Unit was presented with the Excellence in Treatment Award at the National Awards. In 2010, with a number of organisational changes being made, the recipient of this award moved into a new position overseeing three departments across two treatment sites and in 2015, he assumed a new role managing the Therapy department.

Brian demonstrates his ongoing commitment and support to residents in treatment as he embraces the ethos of the Therapeutic Community with integrity and passion. He is a living inspiration to Odyssey House staff and residents and over the years has provided support to approximately 15,500 clients.

In 2016, the **First Nations Innovation and Partnership Award: Therapeutic Community Movement in Australasia**, was introduced and DASA's Indigenous Outreach Program was the inaugural recipient.

This award recognises organisations that have made a contribution to the TC movement in Australasia through innovation and partnerships that make TCs culturally safe and relevant to First Nation's peoples. The goal of this Award is to provide public recognition of work done to include first nations peoples in the delivery of TC programs either by way of innovation or the formulation of partnerships that directly benefit First Nations residents in Australian and New Zealand TCs.

In 2017, we honoured two of our members through the presentation of this award.

**The Odyssey House Victoria Women's Koori Justice Program** aims to "close the gap" for Aboriginal and Torres Strait Islander peoples seeking support and intervention for addiction and associated issues. Initial successes in the program's Circuit Breaker program showed 20% of the population were Aboriginal and/or Torres Strait Islander, and these residents were making up 25% of program

completions. This compared with 2% Aboriginal engagement in all other programs across the organisation.

Consultation with Aboriginal community elders and the employment of suitably qualified and respected individuals, lead to the development of an Aboriginal Advisory Group and Reconciliation Action Plan Working Group, ratified in 2013, and in 2017, the organisation has submitted its "Stretch RAP".

The organisation has collaborated widely, they have engaged in professional development and addressed a range of AOD health related issues and have increased the number of Aboriginal service users across the whole organisation.



The second awardee was **Goldbridge and The Henderson**. This partnership was established in 2014, and includes individual mentoring sessions to identify strengths and awareness for the future. It was further developed in 2016 to provide a unique support program to First Nation's people leaving prison. In 2017, the partnership has further expanded through the work with Aboriginal and Torres Strait Islander people who are undertaking sentences within Gatton Correctional Facility, linking them with the TC's many services for support for AOD issues on release.

The establishment of an Advisory Group has assisted in this work, providing objective clinical and program advice to ensure residents are receiving culturally secure advice and support.

Therapeutic Community research is essential to the development of effective and informed strategies to improve the lives of clients and residents accessing TC services and programs.

The **Excellence in Research and Evaluation: Therapeutic Community Research Award**, was introduced in 2016 and recognises the individuals, research teams and TCs that have contributed to

evidence-based research and evaluation of TC services and programs. To be eligible, nominees must show how the research has contributed to TC knowledge and evidence-base; and provide evidence of peer reviewed publications and conference presentations.

The recipients of this year's award: **WHOS; Illawarra Institute for Mental Health, University of Wollongong; and NDARC, University of New South Wales**, formed a partnership to improve the capacity of people living with co-occurring mental illness, establishing a program of research at the commencement of the project. The longitudinal action research designed study has aimed to:

1. Identify the capacity of TCs to address co-occurring mental illness; and
2. Identify and articulate implementation strategies that can guide improvements in the way that TCs respond to mental illness comorbidities.



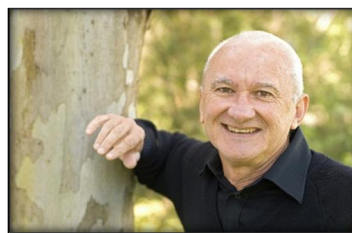
Throughout the study, the group addressed a number of secondary outcomes including identification of health needs, such as smoking, healthy lifestyles and health literacy. The team has now completed seven annual reviews across the 9-year project. The use of the DDCAT has shown the organisation is Dual Diagnosis Capable, and is a world-first in the TC context, leading to both publications and conference presentations.

In 2017, the ATCA Board agreed to expand the ATCA Affiliate membership category and establish **Honorary Life Membership**, which may be granted to an individual in recognition of commitment and services rendered to the Association and its membership.

Each nomination for Honorary Life Membership must be considered on its merits and the following principles considered in granting this:

- Honorary Life Membership is a great honour.
- It is not considered as a competitive process.

- Nominees must be considered individually and on their personal attributes, achievements, commitment and contribution to the Therapeutic Community model and to the Association and its membership.
- Honorary Life Membership is reserved for those whose contribution goes beyond the ordinary for an extended period of time.



In 2017, **Barry Evans and James Pitts**, both of whom have had long and active membership of ATCA and the ATCA Board, were made Honorary Life Members of the association.

Each has provided a significant contribution to the Association and its members over more than 30 years. This has extended to national, state and territory arenas, as well as internationally.

ATCA congratulates all award winners!

## TC Training Course starting soon in Australia!

Registrations for the TC Training Course have been coming in fast, and particularly since the ATCA Conference. The Sydney course, which will start in February, is now full. We will be setting up new dates for Sydney – so don't despair if you have not yet registered – this is the prime activity for ATCA in 2018 and we will work to meet demand.

The key aim of the course is to support AOD practitioners, support workers and other relevant professionals and students to develop knowledge, attitudes and skills that can be applied in the TC context. The course is suited to those who have a base qualification and/or knowledge of addiction-related practice and who wish to develop knowledge and skills for application in the TC context.

The program comprises six modules and a supervised practicum:

- Module 1. Course orientation and Overview of the TC

- Module 2. Community as method
- Module 3. TC structure, organisation and environment
- Module 4. Relationships in the TC
- Module 5. Staff roles and responsibilities and rational authority
- Module 6. Group work, community tools, work as therapy & continuing care
- Module 7. Supervised practicum

The TC Training Course is provided over six-months. Each participant completes:

- 48 hours of face-to-face learning facilitated by a trainer.
- a 40-hour supervised professional skills practicum in a TC
- 12 hours of self-directed learning.
- Online training in cultural competence.

The course includes 12 hours of self-directed learning and 40 hours of practicum, together with two 3-day blocks of face to face learning. The practicum may be completed in the person's own TC, or alternatively, a staff exchange could be organised between participants and TCs to provide a wider experience.

This is the preferred option – and we invite TCs willing to offer a practicum placement, to contact us.

#### Cost:

**\$875.00 per participant:**

This fee covers:

1. 6 days face-to-face training costs
2. Morning and afternoon teas, and lunch on workshop training days
3. All course materials
4. Practicum Placement support and advice
5. Task and assignment assessment
6. Support to complete the online training in Cultural Competency
7. Certificate of Completion

As this is an important workforce development initiative which will benefit all staff and member services, it is suggested that all ATCA members approach their State/Territory Government funding bodies and other potential funders (including philanthropic trusts) for funding support to allow as many staff as possible to undertake the training.

In Melbourne, Eric Allan has had some success in securing funding support from the State Government's department of Health – a fantastic

outcome. This reinforces the Victorian Government's new commitment to the residential services sector, which has seen funding for 100 new beds across the state. The work of Odyssey House and Windana has been acknowledged in this funding round – with both opening new services and expanding existing capacity.

The first Melbourne course will roll out in March – and we are currently working on finding more dates for additional courses and increasing the pool of trainers to meet demand.



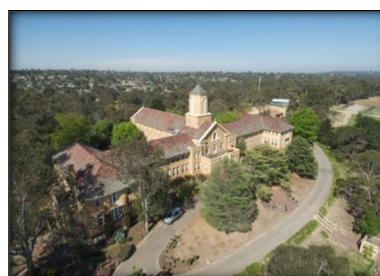
#### Sydney

##### Workshop dates:

February 19, 20, 21.  
April 9, 10, 11.

##### Venue:

WHOS, Rozelle



#### Melbourne

##### Workshop dates:

March 19, 20, 21.  
April 30, May 1, 2.

##### Venue:

TBA



#### Perth

##### Workshop dates:

April 16, 17, 18.  
May 28, 29, 30.

##### Venue:

Cyrenian House



#### Brisbane

##### Workshop dates:

June 13, 14, 15.  
July 23, 24, 25.

##### Venue:

Salvation Army Recovery Services: Moonyah



**This is a unique training opportunity. The training course has been developed to assist in expanding the potential 'TC work-ready' workforce pool and we look forward to welcoming participants to the training programs in Australia, commencing in February 2018.**

If you are interested in undertaking the training, please complete the Participant Application, which you will find on Survey Monkey at: <https://www.surveymonkey.com/r/986Y5PR>

If you are interested in becoming a trainer, you will need to complete the TC Training Course and will ideally also hold a Cert IV TAA or TAE or another teaching qualification.

You can register your interest by contacting Lynne at [atca@atca.com.au](mailto:atca@atca.com.au)

## The ATCA Standard Barry Evans, Project Officer

Welcome to the fourth edition of this column on the ATCA Standard. In the last Newsletter the focus was on Expectation 11, the use of data both within and by the Therapeutic Community under review.

In this edition I wish to discuss some recent changes to the Standard and the Interpretive Guides.

As the number of ATCA Members that have volunteered to be reviewed against the ATCA Standard continues to grow, the experience of the auditors and technical experts also grows.

In applying the ATCA Standard to a number of audits it became obvious that the original version of the ATCA Standard had a number of inconsistencies and duplications which have rendered its application difficult at times. In particular, there was confusion over the use of the term 'Expectation', with the original version identifying subcategories as Expectations, in effect creating more than the 13 Expectations originally identified and required for Certification.

It was recommended to the ATCA Board that the subcategories be re-labeled as Performance Objectives, with varying numbers of Performance Objectives now making up a Performance Expectation. This change will assist with scoring, as

well as making the language in the document consistent. It is hoped that member agencies preparing for an audit will also find the Standard easier to apply.

During the course of the review it was also noted that Performance Objective 7.2b is covered by Performance Expectation 13. So, it was suggested that either Performance Expectation 13 be removed or Performance Objective 7.2b be removed. It was therefore decided to remove Performance Objective 7.2b.

Finally, the description of the Standard and the scoring system in the opening pages of the Standard was confusing. So, it was suggested that the document be amended to state that an organisation requires 80% of the Performance Objectives to be met, in order for each Performance Expectation to be achieved. Likewise, 80% of the Good Practice Criteria needs to be achieved in order for Good Practice to be endorsed.

The overall result is a second edition of the ATCA Standard and the Interpretive Guides, both of which have been reviewed by JAS-ANZ and are now on the ATCA website.

An Interpretive Guide for Youth Services has been developed and is also available on the ATCA Website. A draft Interpretive Guide for Aboriginal Services and services with a large Aboriginal resident population is currently under review and it will be released in 2018. ATCA also intends to produce an Interpretive Guide for TCs in Custodial Settings; the work on this will commence in 2018.

It was great to see Windana, DASA, the Woolshed, Odyssey House Victoria, and Banyan House receive their membership certificates at the ATCA Annual Conference in Brisbane (pictured below).



This brings the total number of certified TCs to seven. We look forward to more in 2018!

Guest Keynote Speaker at the Conference, Senator Deborah O'Neill praised ATCA for its initiative in developing the Standard and for encouraging members to be audited. With the advent of an increasing number of private, for profit, residential treatment facilities in a largely unregulated industry, the fact that ATCA had taken the lead and implemented a Standard which provides reassurance to both government and to the community at large, was applauded.



## TC Employment Opportunities Project Support Officer – WHOS Administration

We Help Ourselves (WHOS®) is one of the largest drug and alcohol Non-Government Organisation treatment providers in Australia. We offer a wide range of evidence-based therapeutic and support programs and services to benefit individuals with substance use and associated issues.

We are seeking an experienced Project Support Officer to join our team of professionals. This dynamic role would suit a well organised, strong project focused individual who is efficient, has an eye for detail and enjoys managing multiple priorities, utilising sound judgement, discretion and initiative.

This is a full-time, long term career opportunity with a remuneration package based on experience and sound track record and in accordance with the Social Community, Home Care & Disability Services Industry Award 2010.

A standard week will see you working 38 hours, Monday to Friday. The head office is conveniently located in the inner suburb of Sydney (Lilyfield) with close access to public transport and onsite car parking.

The successful applicant will be providing high level project administration and support to the Projects Manager and will be responsible for:

- Supporting the Project Manager with document review and drafting, report templates preparation, filing, research, data analysis, and planning.
- Supporting the Project Manager with data entry and analysis.
- Maintaining and updating organisational policies and procedures manual, forms, MoUs.

- Participating in processes established to evaluate organisational performance.
- Providing administrative support with meeting coordination including booking of meeting rooms, use of facilities (e.g. video conferences)
- Detailed minute taking and distribution.
- Assisting in “events management” including conferences, training workshops, and fundraising events.
- Undertaking special tasks on an ad hoc basis, as required.

### Skills and Experience

Applicants must be able to demonstrate through their CV and covering letter, and through subsequent referee documentation and checks that they meet the following selection criteria:

- Certificate IV or higher in Project Management or Business Administration.
- Minimum 2 years' experience working in a similar position.
- Proficiency in Microsoft Office (including Outlook, Word, Excel and Powerpoint).
- Extensive experience in managing and prioritising multiple tasks and projects.
- Highly developed verbal communication and negotiation skills.
- Demonstrated ability to interpret and analyse statistical information, provide sound advice, options and recommendations.
- Evidence of producing high quality and concise documentations and reports.
- Proven ability to prioritise and work to deadlines.
- Willingness to work as part of a team, as well as independently.
- Demonstrated effective analytical and problem-solving skills.

Experience with policy writing in the AOD or a related field would be beneficial.

**Please note, to apply for this position, you must have the right to work in Australia and be willing to provide a current National Police Clearance.**

Please forward a covering letter addressing Selection Criteria and your CV and referees to:

**Olga Shafalyuk, WHOS by email to: [admin7@whos.com.au](mailto:admin7@whos.com.au) using the subject line: Project Support Officer Position**

**Aboriginal and Torres Strait Islander People are encouraged to apply.**



Chris Franck, CEO of Banyan House Darwin, has also signalled his resignation from Banyan House to take up other challenges.

We wish him well in his new ventures. Applications are invited to the position of CEO.

### Chief Executive Officer

Banyan House, residential AOD Recovery Centre following the Therapeutic Community as Method, is looking for an experienced Full Time Chief Executive Officer.

In this role, based in Berrimah, you will work closely with key stakeholder services, consumers and carers from across the alcohol and other drug and mental health sectors, and have overall strategic and operational responsibility for Banyan House programs, expansion of services and execution of its mission.

Key areas of responsibility will cover:

- Leadership and management that include managing issues related to the external environment including relations with ministers, government agencies, other service providers and industry.
- Governance, Risk Management and Quality Improvement – ensuring compliance with all relevant legislation, and maintain ISO and ATCA Accreditation.
- Financial and Asset Management
- Human Resources Management
- Marketing and Promotion

An attractive salary will be offered dependent on qualifications and experience and will include salary full sacrifice opportunities.

If you have the ability and drive to make a difference, take hold of this opportunity - apply today.

For full details, a copy of the Position Description or to submit an application email [ceo@banyanhouse.org.au](mailto:ceo@banyanhouse.org.au).

Please address the Essential and Desirable sections of the selection criteria in the Position Description.

Banyan House is an Equal Employment Opportunity (EEO) employer and strongly encourages Aboriginal & Torres Strait Islander people to apply

***Applications to be received by close of business Monday 8<sup>th</sup> January 2018.***

