


VSA Assignment Description

Assignment Title	Alcohol and Other Drugs (AOD) Clinical Advisor
Assignment Modality	Standard
Assignment Number	TON42101
Country	Tonga
Location	Tongatapu
Partner Organisation	Salvation Army Tonga
Duration	12 months
Sustainable Development Goals	

1. Partner Organisation Overview

The Salvation Army is a worldwide evangelical Christian Church and service provider, which has been operating in Tonga since 1986.

The Mission of the Salvation Army is to care for people, transform lives, and reform society. They are committed to helping the poor, vulnerable, impoverished, and those who are in dire need of comprehensive care.

The purpose of the Alcohol and Drug Awareness programme in Tonga is to provide a safe, integrated, high quality treatment service to people whose lives have been affected by the harmful use of, or dependence on, alcohol and/or other drugs.

Services are offered to people regardless of race, age, religion, or sexual orientation, and to date Tonga Salvation Army has a proud record of delivering a diverse range of social and health services to the Tongan Communities.

2. Assignment Overview

The Salvation Army in Tonga has a small team of staff working in the AOD area.

This assignment will help build positive changes and build staff capacity to work alongside communities to create lasting, positive and healthy changes.

The volunteer will train and support staff, provide vital clinical supervision, and support the team leader in leadership and management aspects of her role.

The main focus for the volunteer will be to:

1. Provide clinical supervision for Addiction Staff and support a member of staff to learn and develop in this area, with the view that supervision will be provided by a Salvation Army Tonga staff member in the future.
2. Build staff capacity to deliver sessions and workshops, helping to improve their facilitation and delivery skills.
3. Work closely with the Program Manager, supporting their professional development as they lead the team, manage staff, and develop and implement programmes.

3. Goal/Outcomes/Outputs

Goal

Staff at the Salvation Army Addiction Centre in Tonga receive professional supervision, and support and learning opportunities that contribute to their development in delivering trainings and workshops. The Program Manager is supported and mentored in her role as the team leader.

Outcome 1

The Addiction Team receive effective Clinical Supervision.

Alongside the Addictions Program Manager Tonga, and New Zealand's National Director Addictions:

- Ensure staff have a solid and shared understanding of clinical supervision practices and benefits
- Undertake supervision for all clinical staff, focusing on sharing and enhancing knowledge and skills to support professional development and improving service delivery
- Identify members of the team who may wish to train to be future supervisors and offer them training and support to begin their journey
- Develop a programme for supervision which will guide the practice of supervision at the Salvation Army Tonga in the future

Outcome 2

The Salvation Army Addiction Staff are confident and competent in their ability to deliver sessions and workshops in a professional way.

Alongside the Program Manager:

- Assess current levels of knowledge and skills
- Identify gaps in knowledge and skills
- Deliver Trainings in the following areas:
 - Facilitation
 - How to undertake one-to-one interview sessions
 - How to deliver AOD assessments
 - Reporting
 - Social media content
 - The development of materials suitable for projects, publicity, and reporting
- Observe team member as they began to carry out the work and offer feedback to support their development and improvement
- Continue to mentor staff

Outcome 3

The Addictions Program Manager is supported in their role as they lead the team.

- Work with the Program Manager to explore suitable leadership styles
- Support the Program Manager to grow in clinical leadership of the team
- Support the Program Manager in other areas that they would like assistance in

4. Reporting, Working Relationships and Capacity Building

Capacity will be built through group training sessions, and one-to-one sessions.

Capacity will be built across the Addictions team, including the staff and Program Manager.

The volunteer will report directly to and will be accountable to the Program Manager. On a day-to-day basis, the volunteer will predominately work with the Program Manager and addictions staff.

The volunteer and Salvation Army Tonga will have an ongoing relationship with the VSA Programme Manager in terms of assignment monitoring, reporting, professional advice and personal support.

As needs on the ground may change over time, the volunteer is encouraged to review and update the Assignment Description on arrival in consultation with the partner organisation and VSA Programme Manager. By their very nature, development situations can involve significant change, so it is advisable that the volunteer periodically reviews and reflects on the Assignment Description throughout the Assignment to ensure the best development outcomes are being achieved.

5. Selection Criteria/Position Requirements

Professional Specifications

Essential

- Tertiary qualification in Clinical Supervision, Counselling, Social Work, or similar discipline
- Experience working in intervention and therapy spaces
- Experience on the AOD field
- Experience working in clinical, counselling, and social work settings
- Proven experience in developing and facilitating trainings and workshops in an adult learning environment
- Experience in the development of systems and processes which support AOD health services
- Proven experience in mentoring others

Desirable

- Successful work within cross-cultural contexts and with indigenous peoples
- Public Speaking (schools and communities)
- Attending Community Meetings and Workshops

Personal Specifications

Essential

- Open and agreeable
- Culturally aware and respectful
- Adaptable and calm when facing challenging situations
- Resourceful and solutions focused
- Resilient and able to cope with setbacks
- Strong mentors who champion capacity building

6. VSA Essential Attributes

- Commitment to volunteering, to VSA and to the partner organisation
- Cross cultural awareness
- Adaptability and a willingness to approach change or newness positively
- Able to form good relationships, both personally and professionally, with work colleagues and in the community
- Resilience and an ability to manage setbacks
- Initiative and resourcefulness
- An ability to facilitate learning through skills exchange

7. Country Context

For more information about Tonga, see <https://vsa.org.nz/about-vsa/countryregion/tonga>

8. Living and Working Situation

The Salvation Army's Alcohol and Drugs Awareness Centre (ADAC) is located in Nuku'alofa. Upstairs is used for Office Space including interview, assessment and administration rooms. Downstairs is used for daily classes and one-to-one sessions with clients.

The team is incredibly passionate and dedicated, and consider themselves, although a small team of five, extremely blessed.

Additional Information

Residency status

VSA volunteers must be New Zealand citizens or have New Zealand permanent residency status, and currently living in NZ.

Pre-departure briefing

As part of the volunteer's contract, successful candidates will be required to take part in a pre-departure briefing course run by VSA in Wellington and complete all required pre-reading.

Final appointment

Final appointment will be subject to satisfactory medical and immigration clearances (costs covered by VSA), partner organisation acceptance, and successful completion of the pre-departure briefing course.

Fundraising

VSA funding stakeholders are both the Ministry of Foreign Affairs and Trade (MFAT) and donors. We ask volunteers and accompanying partners to fundraise to help cover the cost of sending volunteers throughout the Pacific and beyond. Fundraising can be as simple as doing something you enjoy with a group or friends, and our Fundraising team is available to help you every step of the way.

Vaccination requirements

Potential volunteers are advised that VSA's insurers require volunteers to be vaccinated, prior to departure, in accordance with the instructions of VSA's medical adviser. VSA covers the cost of any required vaccinations.

Children's Act

While on assignment, VSA volunteers may be required to work with children and/or may choose to participate in informal activities in their own time that involve interactions with children (such as coaching teams or teaching English). VSA is committed to the protection of vulnerable children and adults, which also includes meeting our commitment under the Children's Act 2014.

The information requested during the application process is necessary to assist VSA to determine applicant suitability to work and/or interact regularly with children and is part of a series of pre-selection checks undertaken on all applicants for VSA assignments.

Volunteer package

The volunteer package will be finalised at the time of appointment.

Final terms and conditions relating to the specific volunteer assignment will be confirmed in a personalised volunteer contract.