



## VICTORIA, GOZO VACANCY: Addiction Therapy Facilitator

OASI Foundation is seeking a skilled, empathetic, and dedicated Addiction Therapy Facilitator to join its dynamic team. The successful candidate will play a key role in supporting Immediate Intervention services and delivering our therapeutic programme for individuals experiencing addiction.

This unique role bridges the gap between intensive residential rehabilitation and ongoing community-based recovery. The chosen candidate will introduce, educate, and guide clients through the principles of recovery, including 12-Step Facilitation (TSF), while supporting their integration into community fellowship networks to promote sustained recovery and long-term well being.

The ideal candidate will be a motivated professional who can work independently while contributing effectively as part of a multidisciplinary team. Drawing on their experience, knowledge, and therapeutic skills, they will support clients throughout their recovery journey and contribute to the development of strategies that advance the long-term goals and mission of the organisation.

### 1. Residential Therapy & TSF Rehabilitation

- **TSF Group Facilitation:** Lead structured therapeutic groups focusing on the core principles of 12-Step Facilitation, including acceptance, surrender, and active involvement in recovery.
- **Psychoeducation:** Conduct workshops on the disease model of addiction, the history and structure of fellowship networks (AA, NA, GA, etc.), and the spiritual (non-religious) dimensions of the steps.
- **Individual Therapy:** Maintain a caseload of residential clients, conducting TSF-focused assessments and helping clients work through early step concepts in a clinical setting.

### 2. Community-Based & Fellowship Integration

- **Transition Planning:** Work with clients nearing the end of their residential stay to build robust, individualized community reintegration plans.
- **Continued Care Support Groups:** Facilitate community-based peer support and continued care support groups to prevent relapse and reinforce coping mechanisms.
- **Family & Network Engagement:** Run educational workshops and therapy sessions for families and support networks to foster a conducive environment for long-term recovery.
- **Sponsorship & Network Navigation:** Assist clients nearing discharge in identifying and connecting with temporary sponsors and local community meetings.
- **Outpatient Aftercare Groups:** Facilitate community-based aftercare groups that reinforce 12-Step principles and address common early-recovery obstacles like relapse triggers and lifestyle changes.
- **Alumni & Community Engagement:** Collaborate with the organization's alumni network and local 12-Step fellowship committees to create safe, supportive transition pathways for clients leaving residential care.

### 3. Clinical Administration

- **Documentation:** Maintain meticulous, confidential electronic health records, tracking client engagement with TSF objectives and overall clinical progress.
- **Interdisciplinary Collaboration:** Participate in weekly clinical meetings to coordinate care with outreach workers, medical staff, and case managers.

## Role Requirements and Qualifications

### The ideal candidate will demonstrate:

- A strong ability to build therapeutic relationships based on empathy, trust, and respect.
- Excellent active listening, communication, and group facilitation skills.
- The ability to maintain professional boundaries and strict confidentiality.
- A strong commitment to safeguarding and ethical practice.
- **Fluency in both Maltese and English (spoken and written).**
- The ability to work independently while contributing effectively within a multidisciplinary team.
- Strong organisational, administrative, and record-keeping skills.
- A commitment to supporting individuals in long-term recovery and to ongoing professional development.
- Sound knowledge of addiction treatment and recovery approaches, including 12-Step Facilitation (TSF), Motivational Interviewing (MI), and Trauma-Informed Care.

### Qualifications and Experience

- A QF Level 6 qualification (or currently in the final stages of obtaining one) in Social Work, Psychology, Counselling, Addiction Studies, Youth Work, Social Sciences, or a related field.
- Relevant professional experience in addiction treatment, therapeutic support, group facilitation, or recovery services.
- Experience working with individuals affected by addiction and mental health challenges will be considered an asset.
- Demonstrated knowledge and practical application of 12-Step recovery principles is highly desirable.
- Lived experience of recovery and a strong understanding of fellowship-based recovery communities may be considered an asset, provided appropriate recovery stability and professional suitability are demonstrated.
- Equivalent combinations of qualifications, experience, and suitability for the role will also be considered.

## Core Competencies & Attributes

Competency	What We Are Looking For
Empathy & Respect	Treating every individual with dignity, regardless of their current stage of addiction or readiness for change.
Independent vs Team Work	Is self-motivated enough to be able to work independently, yet is competent enough to understand and practice the importance and utility of teamwork.
Resilience	The ability to work in challenging, unpredictable outdoor environments and manage high-stress situations.
Boundaries	Maintaining strong professional and personal boundaries while working closely with vulnerable clients.
Cultural Competence	Sensitivity to the diverse backgrounds, cultures, and systemic barriers faced by the target population.

## Core Competencies

- **TSF Fluency:** Deep understanding of the 12 Steps and 12 Traditions, and the ability to explain them clearly to clients who may be skeptical or resistant.
- **Versatility:** The agility to pivot smoothly between the structured clinical environment of a residential facility and the fluid, peer-led environment of community fellowships.
- **Group Dynamics Mastery:** Ability to manage diverse group personalities, establish safety, and foster peer-to-peer accountability.
- **Strong Boundaries:** Firm adherence to professional ethics, keeping a clear distinction between professional clinical facilitation and personal fellowship participation.

## Why Join OASI?

At OASI, you will:

- Play a transformative role in strengthening lives and communities.
- Lead a dedicated and purpose-driven team.
- Shape the future of therapeutic service delivery.
- Contribute meaningfully at both strategic and clinical levels.
- Working in a supportive environment where your input matters and your input will save and transform lives.

## Employment Package:

- Salary bracket between €24,500 to €29,300
- Wellness bonus
- Performance bonus
- OASI Discount Card (redeemable at selected local shops)
- Health insurance
- Private pension plan

OASI Foundation, an NGO based in Gozo, is an equal opportunity employer, committed to helping the discouragement of addiction through Primary Prevention, Immediate Intervention and Intensive Therapeutic Rehabilitation.

Applications, including a covering letter expressing motivation, a personal CV, are to reach Human Resources, OASI Foundation, 5, Wied Sara Street, Victoria VCT2963, Gozo or [hr@oasi.org.mt](mailto:hr@oasi.org.mt) Closing date will be 17<sup>th</sup> July 2026