

# Trainee Recovery Worker

## Role Profile

Supporting the delivery of high-quality person-centered Substance Misuse & health and wellbeing interventions



### WHAT I AM ACCOUNTABLE FOR:

Following a period of induction, you will take part in a range of core training sessions throughout the first year to provide you with the knowledge and skills to deliver a range of interventions and work successfully in a substance misuse setting.

During year one you will be accountable for:

- Engaging and contributing fully with the training and development on offer;
- Developing the skills required to effectively triage, assess, risk manage and develop recovery plans for a caseload of service users;
- Work as part of a team and shadowing and supporting recovery workers and clinical staff as required in both 1-1 and group settings (face to face and virtual);
- Developing your awareness of advice and harm reduction approaches through supporting the team and service users;
- Providing brief interventions and progressing during the year to carry an allocated caseload of less complex service;
- Actively service users in their recovery plans, supporting them to reach their personal goals;
- Develop the skills to deliver a range of online and face to face psychosocial intervention groups;
- Develop and maintain knowledge of local community resources in support of asset-based recovery work;
- Assessing and identifying risks in your day-to-day work and acting upon immediate risk of danger or safeguarding issues;
- Sharing/reporting risks, concerns and incidents with a manager;
- Ensuring achievement of key performance indicators relevant to your role;
- Ensuring all paperwork and recording in accordance with Turning Point policy and procedure and follow information governance guidelines.

### HOW I OPERATE:

#### Values Led Leadership

- Demonstrate a positive attitude to your work;
- You will enjoy helping others and supporting individuals to achieve their goals;
- Being a great team member and working collaboratively will be something you enjoy;
- Maintain a high-level belief in our service user's capacity to change and model a non-judgemental approach;
- Reflective practice, learning and effective team work;
- Maintain professional boundaries and present a professional image at all times;
- Treat everyone with respect and promote individuals equality, diversity and rights.

### WHAT I NEED:

#### Skills\Knowledge

#### Essential:

- You will be personable, a good listener and communicator
- A keen sense of social justice
- An interest in the social care sector within the field of drugs and alcohol
- Emotionally intelligent and positive
- Organised with basic IT skills

#### Desirable:

- Previous experience of working in a health and social care setting

# Trainee Recovery Worker Role Expectations



## PEOPLE:

- Working under the guidance and supervision of Team Leaders, Advanced Practitioners and Recovery Workers;
- Working as part of a team with colleagues including providing cover for planned and unplanned absences;
- Actively participate in multi-disciplinary team meetings and other service meetings;
- Thorough and timely communication with partner agencies e.g. GPs, Safeguarding, Criminal Justice Partners;
- Undertaking training to enhance skills, knowledge and practice;
- Seeking advice from colleagues, subject matter experts, clinical staff and managers to support practice;
- Actively engaging in your own supervision, Ongoing Personal Review and Personal Development Planning Process;
- Shadowing colleagues to support your own learning and development;
- Representing Turning Point and Turning Point's organisational values at meetings and events;
- Ensuring an environment free from discrimination;
- Prioritising safeguarding of children and vulnerable adults and escalating any concerns.

## PROCESS:

With comprehensive training and supervision, in a phased way in line with training and progress taking on tasks of a Recovery Worker with appropriate support and supervision including:

- Providing high quality case management to a caseload of less complex service users including assessment, recovery planning, risk assessments and case reviews ensuring completion within organisational policy timescales;
- Delivery of psychosocial treatment interventions in groups and on a 1:2:1 basis;
- Supporting service users to access clinical interventions where required including engaging in clinical reviews, ensuring these occur within organisational policy;
- Providing prescription to service users where these are not posted to pharmacies;
- Distributing and training service users in naloxone;
- Delivering harm reduction advice including distributing clean injecting equipment through needle syringe programmes;
- Completing urine testing and dry blood spot testing following appropriate infection control procedures;
- Ensuring access to Recovery Support interventions including onward referrals;
- Completing all tasks and documentation to ensure achievement of key performance indicators relevant to your role;
- High quality record keeping for service users in treatment.