

National Harm Reduction Lead



WHAT I AM ACCOUNTABLE FOR:

- To work across all substance use services to continue the development and implementation of Turning Point's Harm Reduction strategy and ensure alignment to the wider organisation strategy
- Work closely with relevant stakeholders to deliver robust harm reduction training (including overdose prevention, naloxone and needle/syringe provision) for colleagues, peers, service users and external agencies
- To increase and maximise the distribution of naloxone by all Turning Point services to service users in treatment and individuals accessing Needle/Syringe Provision, families & affected others and to include naloxone supply by Pharmacies, Police, partner agencies and the further develop our peer-to-peer naloxone distribution.
- To work with stakeholders to develop high quality evidence-based resources to reduce drug deaths/harms, including leaflets, campaigns and digital resources/social media.
- To support the development of a vibrant harm reduction community and culture within Turning Point aimed at reducing drug related deaths/harms, in particular leadership of Turning Point's national harm reduction forum.
- To develop close working relationships across Turning Point substance use services to support the implementation of new practices
- To keep abreast of evidence/trends/best practice relating to drug-related deaths/harms and ensure these are communicated to services as appropriate.
- To develop and utilise data collection to underpin TP's harm reduction strategy, including the use and supply of naloxone and manage/monitor this to ensure it is used to improve practice.
- To build effective working alliances with external stakeholders and partners, to continue to build Turning Point's external profile as an expert harm reduction provider and to support the overall response to drug deaths/harms through attending any stakeholder meetings, conferences or focus groups and presenting at national conferences
- To work in alliance with people of with living experience of using drugs, service user/family support groups, and others that may come into contact with people who use drugs to increase aware of drug deaths/harms and increase naloxone distribution.

HOW I OPERATE:

Values Led Leadership

- I create an inclusive and positive environment to enable teams to thrive;
- I support and coach teams to support their development;
- I provide constructive and balanced feedback, confidently challenging where appropriate;
- I am an advocate for change and support teams through change;
- I listen to and support teams and I am person centred in my approach to colleagues and people we support;
- I support teams to deliver positive outcomes, creating space for new ideas and thinking;
- I build solid and stable relationships with colleagues and leaders alike, supporting and influencing harm reduction values and behaviour

WHAT I NEED:

Skills\Knowledge

Essential:

- Demonstratable leadership skills and flexible and adaptable leadership style;
- In depth understanding of the harm reduction and associated strategies;
- Excellent communication skills (verbal/written) including presenting;
- Ability to adapt to respond to colleague, commissioners/partners and people we support;
- Strong organisational, time management and prioritisation skills;

Desirable:

- Previous experience managing the implementation of project activity across Services;
- Ability to interpret and use data to improve performance



National Harm Reduction Lead

PEOPLE:

- Effective communication with operational colleagues and leaders to ensure they are kept up to date with developments, challenges and risks;
- Effective communication with individuals within the organisation including ability to communicate and address issues effectively;
- Effective communication with external partners and commissioners to offer updates and assurance relating to harm reduction activities and workstreams;
- Effective communication with people with lived and living experience and families and affected others to gather feedback, consult and co-produce solutions;
- Organising and chairing relevant meetings within the organisation;
- Supporting and coaching individuals through change during implementation of new harm reduction practices and innovation;
- Co-ordinating best practice forums and facilitating workshops to gain input and feedback from colleagues and service users to support service improvements and developments;
- Identifying and recognising experts in organisation and optimizing their input into projects;
- Prioritising safeguarding of children and vulnerable adults and escalating any concerns.

PROCESS:

- Developing detailed implementation plans relating to Turning Point's harm reduction strategy and related organisational projects with clear accountabilities and timescales on required tasks;
- Developing risk and issue logs along with mitigation plans to reduce risks. Escalating risks internally and externally as required;
- Keeping implementation plans and risk logs up to date using relevant risk management and project management software;
- Using data available from performance reports to analyse impact of activity and plan next steps to improve performance relating to harm reduction;
- Developing written reports alongside relevant data to provide updates activities both internally and externally;
- Ordering equipment as required in line with procurement requirements and available budgets;
- Developing operational processes and documentation as required (e.g. standard operating procedures);
- Maintaining accurate and detailed records activity and undertaking all administrative activities relating to implementation.