Advanced Recovery Practitioner Role Profile

Delivering specialist high-quality person-centered Substance Use & health and wellbeing interventions

WHAT I AM ACCOUNTABLE FOR:

- Carry a designated caseload of service users with complex needs that may include one of the following: mental health, long term conditions, criminal justice, offending behaviour, homelessness, motivational interviewing, safeguarding, family work;
- Conduct assessments of need and risk assessments and formulate risk management plans and recovery plans that recognise the personal recovery goals of the service user;
- Effective partnership working with members of any multi-disciplinary team and other agencies and coordinate multi-agency meetings when appropriate;
- Deliver interventions that are underpinned by a strong evidence base;
- Participate in clinical meetings and complex case meeting and be confident and competent at presenting cases orally and through written reports;
- Support the learning and development of Recovery Workers and Trainee Recovery Workers, providing specialist input into Multi-Disciplinary Meetings;
- Provide mentoring and coaching to staff to support their development, learning and standards of care;
- Being known as a knowledgeable in a designated specialism within the service (e.g. substance use and mental health, Homelessness/complex needs, domestic abuse, mental capacity);
- Ensuring achievement of key performance indicators relevant to your role;
- Delivering internal learning events and representing Turning Point nationally if required in your specialist area.

HOW I OPERATE:

Values Led Leadership

- Maintain a compassionate, can-do approach that supports making a difference in people's lives;
- Maintain a high-level belief in our service user's capacity to change and model a non-judgemental approach;
- Promote a culture of continual improvement through taking part in reflective practice, learning and effective teamwork;
- Instil confidence in all partners/stakeholders by presenting a professional image;
- Demonstrate professional curiosity in work with service users.

WHAT I NEED:

Skills\Knowledge

Essential:

- Demonstrable experience in working within a substance misuse treatment and recovery setting
- Specialist training and supervision in one or more complexities alongside substance misuse . This may be mental health, long term conditions, criminal justice, offending behaviour, homelessness, motivational interviewing, safeguarding, family work;
- Understanding of risk and risk management, as it applies to substance misuse and complexity;
- Ability to work under pressure;
- Significant experience of working in health and social care.

Desirable:

- Relevant qualification (e.g. Health and Social Care, Nursing; Social Work, psychology degree).

GREEN

Advanced Recovery Practitioner Role Expectations

PEOPLE:

- 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;
- Mentoring/coaching of up to 2-3 Recovery Workers to support skills development and practice improvement (not formal line management);
- Actively participate in multi-disciplinary team meetings and other service meetings, offering support and guidance to colleagues, to chair such meetings in absence of Team Leader;
- Deputising for Team Leader during planned and unplanned absences;
- Acting as a subject matter expert for colleagues and offering support and advice through training, development sessions, coaching/mentoring;
- Undertaking observations of group and 1:2:1 session of colleagues and providing feedback to support practice improvement;
- Engaging in relevant national forums in your area of specialism to share practice across the organisation;
- Allowing Recovery Workers to shadow and observe your own practice to support their learning and development.

PROCESS:

- Providing high quality case management to a caseload of complex service users including assessment, recovery planning, risk assessment, and undertaking reviews;
- Delivery of psychosocial treatment interventions in group and on a 1:2:1 basis;
- Supporting service users to access clinical interventions where required and recovery support;
- Providing prescription to service users where these are not posted to pharmacies;
- 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;
- High quality record keeping for service users in treatment;
- Writing reports as required (e.g. safeguarding reports) and supporting Recovery Workers to write reports;
- Undertaking case file audits collaboratively with Team Leaders for Recovery Workers who providing mentoring/support to. To provide feedback to Recovery Workers to Support Practice improvement;
- Completing all tasks and documentation to ensure achievement of key performance indicators relevant to your role;
- Developing training resources in your area of expertise for use by other members of your team.