



## WHAT I AM ACCOUNTABLE FOR:

- Responsible for leading, developing and delivering high quality patient focused services ensuring the provision of safe and effective care.
- To lead, manage and develop the Recovery Worker and PSI resource within the parameters of the Drug misuse and dependence: UK guidelines on clinical management and Turning Points organisational policies and procedures.
- To provide leadership and direction to the T4 Recovery Worker team ensuring clinical/PSI standards and best practices guidelines are met and performance targets achieved.
- Reviewing and revising policies to ensure compliance with all relevant legislation and best practice guidelines.
- To manage and review PSI/Clinical practice by investigating and developing action plans, supporting shared learning from incidents and feedback, whilst employing quality improvement and root cause analysis methodology.
- Shift work on a regular basis to retain own competence and credibility and to support the supervision, education and development of the wider team.
- To support the Service Manager and OM with recruitment and retention within the delegated budget and establishment
- Effective partnership working with multi-disciplinary teams and other agencies.
- To manage and regularly review the PSI programme working with the Turning Point Head of Psychology and Area OM.

## HOW I OPERATE:

### Values Led Leadership

- Maintain a high-level belief in our clients capacity to change and model a compassionate and non-judgemental approach.
- Provide support, empathy and reassurance in the delivery of patient care.
- Demonstrate professional curiosity and promote a culture of continual improvement through reflective practice, learning and effective teamwork
- Instil confidence in all partners/stakeholders by presenting a professional image.
- Contribute to a supportive working environment in the interest of staff morale and patient care.
- You act as expert, champion your area of expertise in your service and you share across the organisation.

## WHAT I NEED:

### Skills/Knowledge

- Experience of leading in substance misuse and recovery service or motivation to achieve.
- Leadership skills and the ability to provide support and guidance for team members.
- Excellent organisational and interpersonal skills.
- Diplomacy and objectivity when dealing with service users and staff.
- Effective time management skills, including scheduling staff shift patterns and arranging cover.
- Flexible with excellent decision-making skills and the ability to multi-task effectively

### Desirable

- NVQ/ Degree or other relevant qualification.
- Experience working within an inpatient detox service.

# Advanced Detox Recovery Practitioner

## Job 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.
- As an empathetic leader, you will create strong bonds with your team. A bonded team trusts each other, encourages others, communicates well and can work through issues without conflict.
- Completing regular supervision with your team and listen to feedback from your team, see where skills gaps exist and work with the Service Manager to put a training and development plan in place to plug these gaps.
- Undertaking and being accountable for completing mandatory training and additional training to enhance skills, knowledge and practice whilst monitoring team compliance.
- 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.
- 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

- Leading, developing and delivering high quality patient focused services ensuring the provision of safe and effective care.
- Supporting with monitoring case management processes including assessment, recovery planning, risk assessments and case reviews ensuring completion within organisational policy timescales
- Development and continual review of psychosocial treatment interventions including therapeutic groups and on a 1:2:1 basis.
- Writing reports as required (e.g. safeguarding reports)
- Completing audits which safeguard clients and the service.