

JOB DESCRIPTION

Job title	Young People's Substance Misuse Recovery Worker
Department	Substance Misuse
Reports to	Team Leader/Operations Manager
Grade	3

Job purpose	To assist in delivering TP's Substance Misuse strategy by planning and providing high quality, innovative care which reflects our person centred values and the high levels of ambition we have for the recovery of the individuals for whom we provide support.
Key accountabilities	<p>Work flexibly in a variety of settings to create support plans that meet the needs of the service and young care leavers (18-25 year olds) in accordance with local and national guidance, by:-</p> <ul style="list-style-type: none"> ✦ To appropriately assess young people with multiple and complex needs particularly those with prescribing needs ✦ Developing strength-based support plans with individuals that are; comprehensive, person-centred and individualised based on a clear assessment of that individual's needs and circumstances ✦ Involving individuals and their family/advocates in the planning of the young person's care where necessary. ✦ Completing accurate, person-centred and individualised risk assessments. ✦ Ensuring that you are following local and national legislative practice inline with Childrens and Social work Act 2017 ✦ To work in a multi-disciplinary team and to ensure that when required to act as an advocate for Young People. ✦ Act as a Lead Professional and support colleagues in an integrated way. <p>Deliver excellent person-centred interventions with the young person whom we provide support within the Service in accordance with agreed care plans by:-</p> <ul style="list-style-type: none"> ✦ Holding frequent key work sessions. ✦ Regularly reviewing and, where required, updating comprehensive assessment and risk assessments. ✦ Providing person-centred care that reflects the rights, preferences and choices of the young person in an environment that is safe, healthy and maintains the young person's dignity and well-being. ✦ Provide support into clinical interventions in accordance with stated policy and procedure and the client's needs. ✦ Providing an environment that is free from abuse or neglect, observing agreed safeguarding practices. ✦ Work closely with external agencies such as; Social Services, CAMHS, YOT, Targeted Youth Support Team, Schools and Further Education Institutes, GP's, voluntary and community groups to ensure that you support young people using a multi-disciplinary approach. ✦ Identifying and promoting appropriate opportunities for young people to engage with their community. (e.g. Employment, Training and Education, volunteering etc) ✦ Reviewing and monitoring the individual's progress through regular care plan reviews that ensure continued relevance of interventions. ✦ Engaging in regular 1-2-1 supervision and clinical team meetings

	Ensure that the agreed quality objectives are met by prioritising, planning and organising own workload with reference to caseload plans agreed with your Senior Recovery Worker/Team Leader/Operations Manager.
	Contribute to effective financial management in own role by carrying out day to day activities and making workplace decisions that reflect an understanding of costs.
	Contribute to SM's growth and business development plans by being an advocate for Turning Point to clients, their families, stakeholders and other external contacts and partners through delivering on commitments and presenting TP in a positive image.
	Observe Turning Point's information management strategy by;- <ul style="list-style-type: none"> ✚ Ensuring all data and information relating to own clients is accurate and shared in the appropriate way with key stakeholders. ✚ Inputting outcomes data and other information into corporate systems in accordance with stated policies and procedures.
	Carry out day to day tasks in accordance with stated policies, procedures and regulations to assist the service achieve its compliance obligations.
	Assist the effective flow of information within the team, with managers and external parties by passing on and seeking information required, raising unresolved concerns and taking an active interest in TP's internal communications.
	Deliver on role performance commitments and seek to maximise own learning and potential, by seeking guidance, support, coaching and training and capitalising on the range of development opportunities provided by Turning Point in accordance with your Skill Profile.
	Help the service to optimise its performance by making full use of and highlighting/suggesting improvements for the management of IT, facilities and other physical resources that impact on the day to day provision of services to clients.
	Project the desired image of Turning Point by;- <ul style="list-style-type: none"> ✚ Understanding and promoting TP's values and their application to Substance Misuse. ✚ Demonstrating our values through your own day to day behaviour.
	Undertake any other duties within your capabilities that are relevant to the job and reasonably requested of you by your manager.

Dimensions	Direct reports	None
	Total staff overseen	None
	Internal contacts	Operations Manager/Team Leader/Senior Substance Misuse Practitioners Fellow Turning Points Recovery Workers Partnership Staff
	External contacts	Advocacy services/service user feedback (forums) – discuss ethical issues regarding service users.
	Planning horizon	Short term planning of own work in accordance with caseload plans agreed with more senior staff.
	Problems solved	Client presenting issues with input from senior worker/team leader/clinical spoc when appropriate. Making independent decisions on client interactions within agreed policies, processes and procedures.
	Financial authority	To deliver role with an understanding of financial

		constraints.
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PERSON SPECIFICATION

Job title	Recovery Worker -Young Persons Outreach – Leaving Care
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Personal effectiveness	Essential	Desirable
	<ul style="list-style-type: none"> • Proven verbal and written communication skills with the ability to tailor the message to the audience • Collaborative team working skills • Adaptable and able to work in a challenging and changeable environment • Ability to deliver against agreed objectives and targets 	

Acquired experience & qualifications	Essential	Desirable
	<ul style="list-style-type: none"> • Proven track record of working with YP in the sector of substance misuse • Demonstrable education and/or training in Substance Misuse • Understanding of the issues faced by service users with mental health and/or dual diagnosis challenges • Awareness of associated issues faced by service users with a mental health problem and/or dual diagnosis • Vocational qualification e.g. NVQ 3 or equivalent or willingness to work towards • Track record that demonstrates DANOS compliance • Vocational qualification e.g. NVQ 3 or equivalent or willingness to work towards • Able to deliver a range of services/treatments/interventions in a person centred, non-judgemental manner. • Able to demonstrate flexibility and creativity when developing support packages • Experience in managing a caseload of service users with complex needs 	

	<ul style="list-style-type: none">• Proven track record in managing incidents of verbal and violent aggression	
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