

# Advanced Recovery Practitioner (Dependency and Recovery)



## Role Profile *Delivering specialist high-quality person-centered Substance Use & health and wellbeing interventions*

### WHAT I AM ACCOUNTABLE FOR:

- Carry a designated criminal justice caseload of people we support;
- Conduct assessments of need and risk assessments and formulate risk management plans and plans that recognise the goals of the person we support;
- 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 team members by providing specialist input into multi-disciplinary meetings;
- Provide mentoring and coaching to team members to support their development, learning and standards of care;
- Being known as a knowledgeable in criminal justice within substance use and criminal justice services;
- Ensuring achievement of key performance indicators relevant to your role;
- Delivering internal learning events 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 the capacity to change and model a non-judgemental approach;
- Promote a culture of continual improvement through taking part in meetings, learning and effective teamwork;
- Instil confidence in all partners / stakeholders by presenting a professional image;
- Demonstrate professional curiosity in work with the people we support.

### WHAT I NEED:

#### Skills\Knowledge

#### Essential:

- Demonstrable experience in working within drugs and alcohol and criminal justice setting;
- Specialist drugs and alcohol and criminal justice training and supervision;
- Understanding of risk and risk management, as it applies to substance misuse and criminal justice;
- Ability to work under pressure;
- Significant experience of working in health and social care and / or the criminal justice system.

#### Desirable:

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

# Recovery Worker (Dependency and Recovery)



## Role Expectations

### PEOPLE:

- Working as part of a team;
- 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 3 team members 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 if required;
- 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 criminal justice forums to share practice across the organisation;
- Allowing team members to shadow and observe your own practice to support their learning and development;
- Actively engaging in your own supervision, Ongoing Personal Review and Personal Development Planning Process;
- Representing organisational values at meetings and events;
- Ensuring an environment free from discrimination;
- Prioritising safeguarding of children and vulnerable adults and escalating any concerns.

### PROCESS:

- Providing high quality case management to a caseload of people we support including assessment, care 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;
- Delivering harm reduction advice including distributing injecting equipment through needle syringe programmes;
- Completing drug 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 the people we support;
- Writing reports as required and supporting team members to write reports (e.g. court reports, safeguarding reports);
- Undertaking case file audits collaboratively with Team Leaders and to provide feedback to team members 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 team members.