

JOB DESCRIPTION

Job title	Recovery Worker (Substance Misuse and Family)	Department	Substance Misuse
Reports to	Senior Family Coordinator	Location	Suffolk, based in Ipswich
Grade	Turning Point Grade 3		

Job purpose	<p>A key role in a new initiative that seeks to:</p> <ul style="list-style-type: none"> • Reduce amount of harm from alcohol use to parents and the children they care for; • Increase numbers of parents recovering from their problematic and dependent alcohol use, where there is co-existing parental mental health problems. <p>The post holder will work across the health and social care system to enable:</p> <ul style="list-style-type: none"> • Early identification of parental alcohol misuse; • The integration of specialist alcohol treatment within Suffolk County Council (SCC) Children and Young People assessment and care approach resulting in aligned timescales between family plans and treatment goals; • The linkage of parental alcohol misuse into Suffolk's response to adverse childhood experiences through holistic, family focussed collaborative pathways of care and integrated commissioning. • Identifying and supporting mental health and emotional well-being needs of the family. <p>The post holder will deliver effective joint-working between children and young people's service and substance misuse services whilst also working directly with families. The post is hosted by Turning Point and the initiative is overseen by an operational group made up of representatives from across the health and social care system.</p>
Key accountabilities	<p>Deliver a service which improves Suffolk's multi-agency response to families where there is alcohol misuse, increasing the numbers of parents into treatment and improving outcomes for children, by; -</p> <ul style="list-style-type: none"> ✚ Use multi-disciplinary approach and pathways of referral and care across health and social care services to support parents requiring support with alcohol issues, ✚ Work with partner agencies to identifying areas of unmet and encourage treatment naïve people to access services. ✚ Deliver services in various locations to maximise engagement and treatment with families. ✚ Use skills and knowledge to support families where there is alcohol misuse and co-existing mental health needs. ✚ Deliver services against an outcomes-based evaluation framework to monitor and assess the impact of the project. <p>Work flexibly in a variety of settings to create care and support plans that meet the</p>

	<p>needs of the clients and are in accordance with the recovery agenda, by; -</p> <ul style="list-style-type: none"> ✚ Holding a caseload of families with needs relating to alcohol misuse and impacting on their parenting capacity. ✚ Developing strength-based recovery plans with individuals that are located within a family perspective and align with children and young people's service plans that are; comprehensive, person-centred and individualised based on a clear assessment of the individual's (parent with alcohol misuse) needs and circumstances. ✚ Support the parent with alcohol misuse to engage with treatment services where appropriate ✚ Working alongside mental health services, aligning treatment and care. ✚ Involving individuals and their family/advocates in the planning of the individual's care. ✚ Completing accurate, person-centred and individualised risk assessments. ✚ Reflecting the structure and aims of substance misuse's Models of Psychosocial Interventions. ✚ Note: SCC CYPS deliver their services within the Signs of Safety model of family centred, solution focus, strength-based assessment and planning. The post holder will receive training in this approach so that they are able to align the recovery model with Signs of Safety ethos.
	<p>Deliver excellent family and person-centred multi-agency interventions with families for whom we provide support within the Service in accordance with agreed recovery plans by; -</p> <ul style="list-style-type: none"> ✚ Holding frequent key work sessions. ✚ Regular multi-agency reviews and, where required, updating family and individual care plans and risk assessments. ✚ Providing person-centred care that reflects the rights, preferences and choices of families and individuals in an environment that is safe, healthy and maintains the families and individual's dignity and well-being. ✚ Providing an environment that is free from abuse or neglect, observing agreed safeguarding practices. ✚ Identifying and promoting appropriate opportunities for families and individuals to engage with their community. (e.g. Employment, Training and Education, volunteering etc). ✚ Reviewing and monitoring the families and individual's wellbeing through regular recovery plan reviews that ensure continued relevance of interventions. ✚ Engaging in regular 1-2-1 supervision with Senior Family Coordinator and clinical team meetings as appropriate. ✚ Engaging in SCC CYPS led multi-agency meetings relating to the children / young people in the family to ensure join up of assessment, planning and review.
	<p>Ensure that the agreed quality objectives are met by prioritising, planning and organising own workload with reference to service development and caseload plans as agreed with the service manager and wider steering group.</p>
	<p>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.</p>
	<p>Contribute to Turning Point's growth and business development plans by being an</p>

	advocate for Turning Point to clients, their families, stakeholders and other external contacts and partners through delivering on commitments and presenting Turning Point 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 Turning Point'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.
	Project the desired image of Turning Point by; - <ul style="list-style-type: none"> Understanding and promoting Turning Point'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 including those related to specific

Dimensions	Direct reports	0
	Total staff overseen	0
	Internal contacts	Turning Point staff in Ipswich hub and other family practitioners across Turning Point.
	External contacts	Children & Young People's Services; mental health services; ICENI; Suffolk Family Carers; advocacy services; service user feedback (forums).
	Planning horizon	Short term planning of own work in accordance with caseload plans agreed with more senior staff. Long term system planning to improve outcomes for families.
	Problems solved	Client presenting issues with input from senior worker/team leader when appropriate. Making independent decisions on client interactions within agreed policies, processes and procedures. Barriers to system change.
	Financial authority	To deliver role with an understanding of financial constraints.

PERSON SPECIFICATION

Job title	Substance Misuse and Family Coordinator	
Personal effectiveness	Essential <ul style="list-style-type: none"> • Proven verbal and written communications that can be modified to different situations • Collaborative team working skills • Adaptable and resilient to work in a changing and challenging environment • Ability to deliver against agreed goals, targets and outcomes. • Influencing and negotiating skills • Presentation of information through written reports and presentation formats. • Experience of partnership working and contributing to strategic / operational partnership fora. 	Desirable <ul style="list-style-type: none"> • Coaching skills to support successful outcomes with clients
Technical effectiveness	Essential <ul style="list-style-type: none"> • Evidence that demonstrates Drug and Alcohol National Occupational Standards (DANOS) competence • Caseload management • Able to deliver client interventions in a person-centred way • Demonstrable skills and knowledge in assessing risk presented by clients to themselves and others • Harm reduction, suicide and self harm awareness • Demonstrable knowledge of safeguarding policy and procedure. • Wide and flexible range of client interventions • Management of incidents of a violent or aggressive nature • Ability to use Microsoft Office, including software to aid report and presentation writing. 	Desirable <ul style="list-style-type: none"> • Psycho-social interventions for alcohol support including assessment, motivational Interviewing and node link mapping

Acquired experience & qualifications	Essential	Desirable
	<ul style="list-style-type: none">• Minimum of 2 years Substance misuse and / or family support and or / mental health knowledge and experience (see skills profile)	<ul style="list-style-type: none">• Professional qualification in Social Work, Addiction, Counselling or similar subject• Knowledge and experience in the following areas in accordance with the service model:<ul style="list-style-type: none">○ EITHER Engagement and Early Intervention○ OR Recovery○ OR Criminal Justice○ OR Young People○ OR Families