

## JOB DESCRIPTION

<b>Job title</b>	Recovery Worker –Safeguarding Together Multi-disciplinary Pilot
<b>Department</b>	Substance Misuse – Croydon Recovery Network / Children’s Social Care
<b>Reports to</b>	Children’s Social Care Manager/TP Team Leader
<b>Grade</b>	Grade 3

<b>Job purpose</b>	<p>To be one of the Substance Misuse Adult Specialists in a multi-disciplinary team (MDT) that will be piloting whole family interventions with families open to Children’s Social Care and Early Help. To ensure parents have access to all the support they need from within one team to help them deal with the complex issues of domestic abuse, mental health and drug/alcohol abuse. The Recovery Workers will undertake consultation, assessment, interventions and alcohol/drug testing as appropriate. They will hold a caseload and deliver both one to one and group based support, ensuring there are clear pathways back to Turning Point and other community based organisations as appropriate.</p> <p>The MDT will be based within Children’s Services, working collaboratively and using systemic practice as the overarching model of practice with motivational interviewing as a key intervention tool.</p> <p>While being based within Children’s Services, the postholder remains employed by Turning Point and as such will continue to assist in delivering TP’s Substance Misuse strategy. This reflects our person centred values and the high levels of ambition we have both for the recovery of the individuals for whom we provide support and the delivery of high quality, innovative care.</p> <p>As a key participant in the pilot, the postholder will also be actively involved in its overall development taking a solution-focused approach to partnership working and being a positive and proactive member of the team.</p>
<b>Key accountabilities</b>	<p>Work closely and collaboratively with colleagues in the MDT, as well as other agencies and ensure that increases in risk of harm are identified and escalated rapidly and a multi-agency plan is in place.</p> <p>Working flexibly in a variety of settings, creating care and recovery support plans that meet the needs of the clients in accordance with the recovery agenda, by:-</p> <ul style="list-style-type: none"> <li>✚ Developing strength-based recovery plans with individuals that are; comprehensive, person-centred and individualised based on a clear assessment of that individual’s needs and circumstances.</li> <li>✚ Taking a whole family approach, ensure each family member has access to appropriate support either providing this directly or facilitating interventions.</li> </ul>











	<p>Delivering excellent person-centred interventions with individuals for whom we provide support within the team in accordance with recovery plans you have created by:-</p> <ul style="list-style-type: none"> <li>✚ Holding frequent key work sessions.</li> <li>✚ Regularly reviewing and, where required, updating comprehensive assessment and risk assessments.</li> <li>✚ Providing person-centred care that reflects the rights, preferences and choices of individuals in an environment that is safe, healthy and maintains the individual's dignity and well-being.</li> <li>✚ Facilitating testing and/or access to substitute opiate prescribing at TP if required</li> <li>✚ Providing an environment that is free from abuse or neglect, observing agreed safeguarding practices.</li> <li>✚ Identifying and promoting appropriate opportunities for individuals to engage with their community (e.g. Employment, Training and Education, volunteering etc)</li> <li>✚ Reviewing and monitoring the individual's recovery through regular recovery plan reviews that ensure continued relevance of interventions.</li> </ul> <p>Engage in Group Supervision as required by Children's Social Care Managers while maintaining clinical supervision at Turning Point.</p> <p>Attend Team Meetings as required by both CSC and TP.</p> <p>Ensure that the agreed quality objectives are met by prioritising, planning and organising own workload and creating and implementing caseload plans you agree with your line manager and team.</p> <p>Contribute to effective management by ensuring you carry out day to day activities and make workplace decisions that reflect an understanding of costs.</p>
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	Be 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.
	<p>Ensure you observe Turning Point's information management strategy by:-</p> <ul style="list-style-type: none"> <li>✚ Ensuring all data and information relating to clients is accurate and shared in the appropriate way with key stakeholders.</li> <li>✚ Inputting outcomes data and other information into corporate systems in accordance with stated policies and procedures. Eg NDTMS</li> </ul> <p>Ensure that Children's Social Care records are accurate and kept up to date in line with the requirements of the service.</p> <p>Complete/contribute to written and verbal reports as directed by Managers within the service</p>
	Ensure you carry out day to day tasks in accordance with stated Policies, procedures and regulations to assist the service achieve its compliance obligations.
	Ensure 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.
	<p>Ensure you deliver high levels of performance through its people in a way that realises their potential by</p> <ul style="list-style-type: none"> <li>✚ Delivering on your own 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 and Children's Services in accordance with your Skill Profile.</li> <li>✚</li> </ul>
	Help the service to optimise its performance and long term sustainability by contributing to plans for the management of IT, facilities and other physical resources that support the achievement of the Service plan.
	<p>Project the desired image of Turning Point by:-</p> <ul style="list-style-type: none"> <li>✚ Understanding and promoting TP's values and their application to Substance Misuse.</li> <li>✚ Being a role model of the values through own example while ensuring they are demonstrated by the staff in your team.</li> </ul>
	Undertake any other duties within your capabilities that are relevant to the job and reasonably requested of you by your manager




<b>Dimensions</b>	Internal contacts	Service Manager, Team Manager.
	External contacts	Advocacy services/service user feedback (forums) – Discuss ethical issues regarding service users.  Relevant professionals involved in your clients support, ie criminal justice, health
	Planning horizon	Weekly/monthly planning of caseloads.
	Problem solving	Work collaboratively with a range of partners and clinical and medical staff for the benefit of service users.  Ensuring decisions made personally and by those by team staff balance operational/technical considerations.
	Financial authority	To be mindful of executing duties within reasonable financial means.

## PERSON SPECIFICATION

Job title	Substance Misuse Recovery Worker	
Personal effectiveness	Essential	Desirable
	<p>✚ Commitment to customer service (Demonstrating, and promoting within the team, empathy with clients and the need to work collaboratively with them to understand and help to meet their needs).</p> <p>Positive, proactive and solution focused approach to all aspects of working in a multi-disciplinary team.</p> <p>Ability to think creatively and develop new ideas with colleagues and managers as the pilot evolves Innovation (capacity and willingness to suggest new ways of doing things for the benefit of clients and the business).</p> <p>✚ Tenacity (ability to operate in an environment characterised by challenging interpersonal situations, ability to respond purposefully to setbacks).</p> <p>✚ Effective communication (establishing rapport with others, listening effectively, handling challenging situations with clients, communicating confidently with colleagues, managers and medical professionals).</p> <p>✚ Delivering positive outcomes (planning own time to deliver defined outcomes, modelling personal accountability, planning and monitoring own caseload plans to ensure interventions are on track and remain valid).</p> <p>✚ Building relationships (embodying person-centred approach to empowering clients, engaging others in identifying and committing to solutions and outcomes, building trust with service users).</p>	<p>✚ Showing personal leadership (Demonstrating confidence and decision making, using professional judgment to make decisions personally within agreed policy guidelines and without the need for supervision).</p>

		
Technical effectiveness	Essential	Desirable
	<ul style="list-style-type: none"> <li> Substance misuse appreciation (drug and alcohol awareness).</li> <li> Substance misuse harm reduction, assessment and care/recovery planning skills.</li> <li> Client risk management and safeguarding knowledge and skills.</li> <li> Advanced substance misuse recovery skills such as PSIs, motivational interviewing etc</li> <li> Understanding and knowledge of the NICE Guidelines on Drug Misuse and Dependence including the psychosocial components of treatment</li> </ul>	<ul style="list-style-type: none"> <li> Knowledge of local care pathways pertinent to the provision of substance misuse services.</li> <li> Caseload planning skills.</li> <li> Knowledge &amp; experience in the following areas engagement and early intervention, treatment, recovery and relapse prevention</li> <li> Knowledge and experience of working with children's social care</li> </ul>

Acquired experience & qualifications	Essential	Desirable
	<ul style="list-style-type: none"> <li> Experience of planning and providing harm reduction and recovery solutions in a substance misuse environment.</li> <li> Experience in guiding and taking referrals from more junior members of staff.</li> </ul>	<ul style="list-style-type: none"> <li> Experience of delivering more advanced recovery solutions such as PSIs, motivational interviewing etc.</li> <li> Experience in contributing to case and caseload planning.</li> </ul>

Other requirements	Essential	Desirable
	<ul style="list-style-type: none"> <li> Willingness to work flexibly in order to deliver required care solutions to clients in agreement with team leader/ managers , Group facilitation</li> <li> Safeguarding Level 4 qualified or working towards this level</li> <li> DBS Enhanced for working with both children and adults</li> </ul>	