

PERSON SPECIFICATION

Job title	Young People's Substance Misuse Practitioner	
Personal effectiveness	Essential	Desirable
	<ul style="list-style-type: none"> Effective communication and highly developed interpersonal skills. Ability to engage with young people and handle challenging situations, proven ability to network and build professional relationships. Planning own time to deliver defined outcomes, personal accountability, monitoring own caseload and time management. Building positive relationships with young people utilising motivational and person centred approaches Pro-active approaches to engage hard to reach groups through ability to forge therapeutic relationships 	<ul style="list-style-type: none"> Demonstrating confidence and decision making, using professional judgment to make decisions within agreed policy guidelines and without the need for excessive supervision). Capacity and willingness to suggest new ways of doing things for the benefit of clients and the service. Tenacity - ability to operate an environment characterised by challenging interpersonal situations, ability to respond purposefully to setbacks).
Technical effectiveness	Essential	Desirable
	<ul style="list-style-type: none"> Substance misuse appreciation (drug and alcohol awareness). Understanding of DoH Framework of Assessment and how to apply to substance misuse harm reduction, assessment and care planning. Knowledge of Child Protection, safeguarding children and vulnerable young people Issues Ability to produce written reports & statistics to deadlines Equality and Diversity practices 	<ul style="list-style-type: none"> Advance substance misuse knowledge and skills, motivational interviewing etc. Knowledge of local care pathways pertinent to the provision of substance misuse services. Attendance at recognised courses for Child Protection and Safeguarding
Acquired experience & qualifications	Essential	Desirable
	<ul style="list-style-type: none"> Appropriate qualification in a subject relevant to the post e.g. Health & Social Care/Youth & Community work, or professional qualification e.g. social work, nursing. Experience of working with young people ambivalent to change and those with complex needs Experience of a range of therapeutic interventions Knowledge of drug Intervention programmes & effective care planning Understanding of Social Care issues 	<ul style="list-style-type: none"> Evidence of higher educational study Experience of working with young people with complex needs Experience of delivering psychosocial interventions and motivational interviewing etc. Knowledge of other specialist services and modalities
Other requirements	Essential	Desirable
	<ul style="list-style-type: none"> Willingness to work flexibly in order to 	<ul style="list-style-type: none"> Access to a car

	deliver services to meet service user needs.	
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