

**Developing Health & Independence**

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| JOB DESCRIPTION |
| **Job Title:** | Senior Specialist Intervention Worker |
| **NJC Scale Point:** | NJC Pt 27-28 depending on experience, pro rata for part time roles |
| Hours: | 37.5 hours per week and such additional hours as are required by the business from time to timeThe hours will usually be worked during normal office hours with some evenings on a rota basisFlexible working may be available subject to the requirements of the service, the business and operational management |
| **Annual Leave:** | 26 days plus statutory and bank holidays (1 additional day after each year of service, up to a maximum of 31 days).  |
| **Location:** | Bristol area (North, Central and South localities) and any other location reasonably requested by the organisation. [The role will require a significant amount of travel across the Bristol region and the use of a car and willingness to use it for the purposes of this role is an essential requirement] |
| **Pension:** | Contributory pension scheme (employer’s contribution 7% to a minimum 3% contribution from employee). |
| **Accountable to:** | Community Recovery Service Manager  |
| **Accountable for:** | YP Transitions Worker & Specialist Intervention Workers |

#### Principle Purpose of the Job

The Senior Practitioner will be responsible for supervising and supporting the Young Persons Transition worker & Specialist Intervention worker in the delivery of holistic support packages and a range of psychosocial interventions to service users across the whole of Bristol, including a CBT based group to service users with mild to moderate mental health needs. The role will also manage a caseload of service users referred for Residential Rehabilitation from ROADS providers and social services.

#### Key Duties and Responsibilities

***Operational***

To conduct comprehensive bio-psychosocial needs assessments enabling service users to reflect on, and identify issues central to their eventual recovery i.e. drug and alcohol use, emotional wellbeing, finances, legal, housing, social functioning etc.

To co-design and carry out regular reviews of person centred holistic support plans that help maximise the service users achievement of their treatment goals.

To support the delivery of safe, effective and evidence based clinical and/or specialist interventions through close collaborative working with GPs, partner organisation staff and other health and social care professionals.

To deliver one to one and group interventions to service users with mild to moderate mental health needs in the ROADS system assisting them to make changes in their substance using behavior and improve their mental health working in partnership with the AWP specialist advisory service

To collaborate with the Workforce Development Co-ordinator to ensure that interventions for co-existing mental health and substance use conditions are embedded within the wider recovery programme.

To facilitate access to residential rehabilitation by contributing to the case co-ordination of service users on this pathway, taking a lead on the assessment and administration of the rehab process e.g. working with the allocation panel and providing all necessary documentation for decision making

Ensure robust aftercare plans are in place to ensure recovery is sustained post rehabilitation.

To promote and facilitate an asset based, recovery orientated model that is responsive to the diverse needs and presentations of service users.

To ensure that service users maintain regular health checks, including Blood Borne Virus and tuberculosis screening.

To support and promote peer involvement within the service

Represent CRS at external meetings with commissioners and partners

***Staff Management***

To supervise allocated Specialist Intervention workers, YP Transitions workers, peers, volunteers and student social workers.

To work in conjunction with the CRS Service Manager to manage any performance or conduct issues in line with DHI policies and procedures

To contribute to the development of the locality based Team through training, induction, performance review and appraisal, coaching, motivational techniques, team building and appropriate delegation.

***Monitoring & Administration***

#### Via effective line management, to be overall accountable and responsible for the timely and accurate provision of monitoring and reporting in line with agreed KPIs.

To ensure that effective systems and information governance arrangements are in place and adhered to

To oversee and contribute to the preparation and presentation of clear verbal and written reports, analysis and audits as requested by DHI’s CEO and Executive Team.

To attend meetings on behalf of the organisation and to feedback key information in a timely manner to DHI’s CEO and Executive Team

To lead, guide and oversee the development and implementation of effective and flexible systems and structures that are responsive to need.

#### Organisational Responsibilities

At all times adhere to DHI policies and procedures, with specific reference to:

* Confidentiality: ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity.
* Data Protection Act and Information Governance: to comply with the requirements of the Data Protection Act and all policies and procedures relating to Information Governance and security of data.
* Equal Opportunities and Diversity: to ensure that all service users, their partners, colleagues both within DHI and other partner organisations are treated as individuals by following DHI’s Equality and Diversity Policy.
* Health and Safety: to ensure you comply at all times with the requirements of the Health and Safety regulations and DHI’s Health and Safety Policy and Procedures. You are responsible for taking reasonable care with regard to yourself as well as any colleague, client or visitor who might be affected by an act or failure to act by yourself.
* Quality Assurance: to ensure all activities are managed in a way that supports DHI’s Quality Assurance systems.
* Safeguarding: DHI is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.
* Lone Working: to work in accordance with the DHI Lone Working policy and procedures.
1. At all times adhere to contract requirements, relevant legislation, good practice, with specific reference to: The DoH Drug Misuse and Dependence – Guidelines on Clinical Management; Ethical Framework for Good Practice NTA, NICE.
2. Participate in the organisational planning processes and contribute to the establishment of DHI’s business plan.
3. To perform as part of the Bristol and wider DHI team, attending and participating in regular meetings, appropriate training courses and in skills sharing sessions.
4. To participate in regular supervision and support.

*This job description contains only the main accountabilities relating to the post and does not describe in detail all the duties required to carry them out. As duties and responsibilities change, the job description will be reviewed and amended in consultation with the post holder.*

**Developing Health & Independence**

**Senior Specialist Interventions worker**

**PERSON SPECIFICATION**

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| **ATTRIBUTES** | **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** | **DEMONSTRATED BY (Application, Interview, exercise, other)** |
| **Experience** | * Experience of using motivational interviewing and brief solution focussed techniques
* Experience of providing group work and 1:1s
* Experience of working in the substance misuse field, with good knowledge of harm reduction in its broadest sense.
* Experience of partnership working and the ability to develop good working relationships with partnership agencies to the benefit of clients
 | * Experience of supervising staff members, students, volunteers or peer mentors
 | Application, Interview |
| **Knowledge**  | * Good working knowledge of Microsoft Office packages
* Excellent knowledge and understanding of best practice around Child Protection and Adult Safeguarding
* A commitment to and an understanding of the principles of person centred support planning in the client treatment journey
 | * Qualification in health or social care
 | Application, Interview |
| **Skills** | * Ability to work on own initiative as well as part of a multi-disciplinary team
* The ability to build relationship within the team whilst in a leadership role, maintaining professional boundaries
* Excellent communication and report writing skills
* A flexible approach to working hours in alignment with the Working Time Regulations
 | * Confidence in exercising own judgement
 | Application, Interview |
| **Values and behaviours** | * Ability to support service users in appropriate risk taking to support change
* Is resilient with a positive approach to the role
* Self-motivated, flexible, with versatility and confident about leading the team
* Role models and promotes self-improvement
* Encourages increased responsibility within teams
 |  | Interview |
| **Other information** | * Driving Licence with access to vehicle and willingness to use it for work travel.
 |  | Interview |