

**Developing Health & Independence**

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| JOB DESCRIPTION | |
| **Job Title:** | Drug and Alcohol worker- Engagement Team |
| **NJC Scale Point:** | NJC pt. 9 -19 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 time.  Usual office hours are between 9am- 5pm with a requirement to work flexibly to provide client services (usually 9-8pm). The post will require some weekend and/or evening work subject to the requirements of the service, the business and operational management. |
| **Annual Leave:** | 26 days plus statutory and bank holidays (with 1 additional day after each year of service, up to a maximum of 31 days) pro rata for part time roles. |
| **Location:** | Yate with some travel across the South Gloucestershire region.  (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:** | Engagement Team Leader |

#### Principle Purpose of the Job

Working within the Engagement Team as part of the South Gloucestershire Drug and Alcohol Service. The worker will seek to engage with clients at the earliest possible stage, delivering interventions that reduce harm to themselves, their peers and the wider community as well as supporting them to access pathways to treatment and wider health interventions.

Engagement workers provide brief structured interventions for non-opiate users (including alcohol, cannabis, stimulants, novel psychoactive substances and performance enhancing drugs).

**Key Duties and Responsibilities**

1. To carry out psychosocial needs assessments and risk assessments enabling service users to reflect on their needs, and identify barriers to their eventual recovery
2. To work with people to formulate support plans based on their strengths, needs and aspirations and oversee the brokerage of effective packages of support connecting clients with social networks, local agencies and the wider treatment service.
3. To deliver one-to-one and group support using evidence-based techniques such as Motivational Interviewing and Solution-Focused Brief Therapy to a caseload of clients
4. To provide brief structured interventions for non-opiate users, utilising the SPACED (Stimulant, Psychoactive, Club and Experimental Drugs) care pathway
5. To deliver outreach services at a range of locations, offering a range of harm reduction interventions, information and brief advice.
6. To work in close collaboration with partners internally and externally to support, motivate and maintain the engagement of service users through all stages of their recovery journey
7. To promote and support the delivery of a range of flexible activities within the service that will effectively engage/re-engage and retain service users, prevent drop-out and maximise successful treatment completions
8. To be responsible for providing Needle and Syringe Provision, the supply of naloxone and harm reduction information and advice
9. To offer support and training to pharmacies to facilitate their involvement in the delivery of needle and syringe exchange services

**Monitoring & Administration**

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

To comply with data collection procedures and reporting to ensure effective recording of performance monitoring, outcomes and service user information

To carry out all necessary administration in relation to casework tasks including monitoring, and participate in DHI service evaluation audits.

Prepare and present clear verbal / written reports as required.

**PERSON SPECIFICATION**

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| **ATTRIBUTES** | **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** | **DEMONSTRATED BY (Application, Interview, exercise, other)** |
| **Experience** | * Experience of delivering evidence-based 1:1 psychosocial interventions and/or facilitating group work | * Experience of working collaboratively with a wide range of stakeholders to meet the needs of service users |  |
| **Knowledge** | * An understanding of harm reduction principles and of the importance of harm reduction interventions in the substance misuse field * Knowledge of best practice and commitment to Adult and Child Safeguarding principles and procedures * An understanding of the principles of person centred support planning in the client treatment journey |  |  |
| **Skills** | * Ability to build strong relationships and work respectfully and creatively within DHI boundaries and processes * Resilient and solution-focused when working with people expressing high levels of emotion * Excellent level of IT literacy in Word, Excel and databases |  |  |
| **Values and behaviours** | * Flexible, proactive and responsive to change. * Shows a Understanding of the DHI 4 Values |  |  |
| **Other information** | A current valid driving licence and access to own transport |  |  |