



## **Job profile**

### **Substance Misuse Worker (Family Drug and Alcohol Court) – partnership between Gateshead, Newcastle and North Tyneside Councils**

#### **Grade J**

**Group: Children, Adults & Families**

**Service: Quality Assurance & Commissioning (Gateshead System)**

**Location: Civic Centre**

**Line Manager: FDAC Team Manager - Safeguarding Children's Unit**

**Car User Status: Casual**

#### **Job Purpose**

To provide specialist substance misuse support to the multidisciplinary assessment of families and parents referred to the service. Rapid initial and then ongoing assessment of parents; of their willingness and capacity to engage in therapeutic work, alongside parenting capacity and of paramount importance, the safety of the children. The post holder will contribute to the multidisciplinary formulation of an intervention plan and work with team members to mobilise and co-ordinate existing local authority, NHS and independent sector resources to meet the needs of the care plan and provide evidence based interventions in community based settings, including families homes.

The post holder will take a lead on providing professional advice and development in relation to substance misuse within the FDAC team, develop clear pathways of care and support for families affected by parental substance misuse in order to promote and improve the wellbeing of parents, children and young people.

The post holder will be required to present reports in an authoritative manner in Court on a regular basis, and other multidisciplinary and multi-agency settings, work with autonomy but equally closely with FDAC colleagues. The post holder will be expected to contribute to and take part in of the evaluation of the service.

#### **The key roles of this post will include:**

1. To provide assessment and intervention to parents, children and young people who are required to be seen within the multi-disciplinary Family Drug and Alcohol Court
2. Provide keyworker support and lead upon interventions as part of the treatment plan agreed with the family, referring to other professionals / agencies in the network, where appropriate.



3. To undertake substance misuse assessments with parents/carers and design and implement substance misuse plans in complex situations by using a variety of methods of substance misuse intervention including motivational interviewing, harm minimisation, cognitive behaviour work and relapse prevention.
4. To undertake community-based drug and alcohol screening within family homes and other community-based settings.
5. To raise awareness about and review as appropriate, the protocols that exist between drug and alcohol services and child protection services.
6. To provide assessment of families referred to FDAC North East, offering support and insight from a systemically informed perspective. To offer intervention for children and young people referred to the service and their families. Clinical activity may be with children, young people and their parents. This will involve clinical assessment and treatment of families with highly complex needs.
7. To liaise and work jointly with other health and social care staff, from a range of agencies, in the care provided to clients.
8. To formulate plans for the formal assessment and/or treatment of need based upon a conceptual framework of the parent / child's problems, taking into account multiple theoretical perspectives and employing methods based upon evidence of efficacy, across the full range of care settings.
9. To make highly skilled evaluations and decisions about assessment and treatment options considering both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family, group or network.
10. To be responsible for implementing a range of interventions for individuals, carers, families, groups, and others in the professional network work with the client group adjusting and refining formulations and drawing upon different therapeutic models.
11. To exercise of full responsibility and autonomy for the assessment and intervention for clients, communicating with the referral agent and the network involved on a regular basis. This may involve the convening of multi-professional or multi-agency meetings and the provision of guidance.
12. To provide expertise and advice, guidance and consultation to other professionals contributing directly to the formulation and treatment plan for those referred to the service.
13. To undertake risk assessment and risk management for relevant individual parents and families.
14. To communicate in a highly skilled and sensitive manner, information concerning the assessment, formulation and intervention plans in relation to clients for whom the



post-holder has responsibility and to monitor and evaluate progress during the course of both individual and multi-disciplinary care.

15. To produce comprehensive and timely court reports on families that are of a high quality as appropriate and to attend court as necessary.
16. To maintain a high standard of records, preparing reports for internal use and for external agencies as required and maintaining good communications with referrers and other professionals involved.

### **Teaching/Training**

1. To receive regular clinical supervision, participate in group supervision and formulation meetings.
2. To contribute to team training and intervention development within the FDAC Team.
3. To provide specialist advice, consultation, training and supervision, where appropriate, to other staff working with this client group.
4. To attend team meetings, and other meetings as appropriate and to work collaboratively with other team members.

### **Research and Service Evaluation**

1. To remain up to date with theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members.
2. To participate in audit and service evaluation activities, with colleagues within the service to help develop and evaluate service provision.

**Such other responsibilities allocated which are appropriate to the grade of the post. Due to the nature of the role this may include working across locations and outside of standard working hours.**



## Knowledge & Qualifications

### Essential:

#### Knowledge and skills

- Experience in developing and implementing child and family centric interventions.
- Sound knowledge of the legislative framework of Social Services Department's duties relating to children particularly the Children Act 1989 and 2004 and experience of attending interagency planning meetings e.g. child protection conferences
- Able to demonstrate knowledge and understanding of child development, parenting capacity, environmental factors and risk and protective factors
- Able to summarise, analyse and evaluate complex information
- Excellent recording and report writing skills using electronic data information systems
- Demonstrate knowledge, understanding and application of relevant legislation and statutory guidance
- Effective assessment, planning and reviewing skills, with the ability to prioritise tasks, manage workloads and to work to tight timescales/deadlines
- Able to contribute to, and work within, a supportive team environment
- Able to liaise effectively with other agencies and professionals and to develop and maintain networks across partnership organisations
- Commitment to evaluative and audit processes /experience of audit and outcome monitoring

#### Experience

- Experience of undertaking complex family assessments; of designing and implementing care plans, of monitoring and reviewing such plans over a period of time
- Significant experience of working in/with Recovery services.
- Experience of delivering focussed interventions for families experiencing substance misuse difficulties. This should include a sound knowledge of using motivational interviewing techniques, cognitive behavioural therapy and other evidenced based approaches.
- Experience in delivering trauma informed interventions and trauma focused therapy.
- Experience of running group work sessions
- Ability to deliver interventions (such as MI, relapse prevention etc.) as necessary as part of the agreed plan with families referred to FDAC



- Capacity to work well within a small multidisciplinary team
- Knowledge of the broad categories of services and resources available to adults, children and young people, and the use of those resources to meet identified needs.
- Experience of working with professional networks
- Capacity to work independently, to take initiative and foster development of services
- Capacity to work sensitively and appropriately within a multicultural staff and client group
- Experience of working with families where there are parental substance use difficulties.

### **Qualifications**

- A professional qualification / accreditation in one of the following fields: Social Work, Psychological Therapy, Counselling, Clinical Psychology, Nursing, Systemic Family Therapy.
- Evidence of on-going professional development in areas relevant to this post and particularly in substance use and recovery fields.

### **Desirable:**

#### **Experience**

- Experience in delivering healthy relationships interventions, for both victims and perpetrators e.g. Freedom Programme, Safe for Life, Perpetrator programmes
- Experience / Knowledge of Incredible Years, Strengthening families, and behavioural parenting approaches.
- Experience of devising and implement substance misuse training programmes



## Competencies

<b>Customer Focus</b>	Puts the customer first and provides excellent service to both internal and external customers
<b>Communication</b>	Uses appropriate methods to express information in a clear and concise way to make sure people understand
<b>Team Working</b>	Works with others to achieve results and develop good working relationships
<b>Making things happen</b>	Takes responsibility for personal organisation and achieving results
<b>Flexibility</b>	Adapts to change and works effectively in a variety of situations
<b>Learning and Development</b>	Actively improves by developing and applying new skills and knowledge and learns from past experiences
<b>Developing Teams and Individuals</b>	Promotes and supports team and individual learning and development and uses delegation to create a sense of ownership of high level organisational issues, and encouraging individuals to stretch beyond their current capabilities
<b>Managing Performance</b>	Effectively manages the performance of teams and individuals to ensure results are achieved
<b>Personal Impact</b>	Is self-aware, learns continuously and adapts behaviour in response to feedback. Makes things happen, operates with resilience, flexibility and integrity
<b>Making things happen</b>	Empowers people to initiate change. Supports innovative ideas and new ways of working