



Stockport Council Job Description

Post Title: Drug and Alcohol Treatment Worker
Service Area: Stockport Family
Team: Mosaic
Directorate: Services to People

Vacancy Number:
Salary Grade: S02

Post Reports to: Team Leader (Mosaic)
Responsible for:

Main Purpose of the Job:

To be accountable to the Mosaic Team Leader for the assessment, care planning and providing a range of treatment, therapeutic and specialist medical interventions to children, young people and adults <26 years who have problems around substance use.

The post holder will manage a varied caseload and provide treatment within the context of a holistic family model, providing support and liaising with family workers and other partners where necessary to ensure the needs of the family are met in relation to the impact of substance misuse.

Job activities: Summary of Responsibilities and Key Areas.

1. To organise and manage own caseload, working as an autonomous practitioner within a multi-disciplinary team.
2. To plan and implement specialist assessments and care packages to meet the holistic needs of service users and provide high quality treatment for psychological, physical and social issues related to substance use to a wide range of presentations. This will include using a range of evidence based therapeutic interventions and the provision of substitute medication where appropriate to enable change and progress treatment through to recovery.
3. As part of the assessment and care planning to consult with the Mosaic Doctor and other health professionals in regards to substitute medication and any identified mental and physical health needs including access to Blood Borne Virus screening, vaccinations for hepatitis A and B and sexual health screening.
4. Using clinical judgement to elicit and analyse assessment ensure that the care plan and interventions provided are appropriate for service users with particular regard to issues of risk. Working with other agencies within Stockport Family and across the borough to reduce the impact of any risk to the service user and their families.
5. To plan, implement and review care and evidenced based interventions following assessment within agreed criteria, policies and procedures, in partnership with the service user.
6. To assertively target and engage those service users who display low levels of motivation to change using a range of innovative methods and approaches of engagement especially those service users involved in the criminal justice system and social care.
7. To take a lead role in supporting the Team Leader in developing the provision and facilitation of specific targeted developments to enhance the service delivered to service users and their families including group work to aid recovery.

8. To proactively engage with local communities, external agencies/professionals to identify and build recovery resources and opportunities for individual and service development
9. To work closely with colleagues in Stockport Family and other partners in the community such as schools, housing and criminal justice services to provide high quality, effective and timely services for service users and their families, working to restoratively build and strengthen family and community capacity.
10. To understand and embrace restorative practice and a strengths based approach to work with children, families and communities.
11. To assess risk and safeguarding issues, initiating Early Help Assessments when required and undertake the role of lead professional where appropriate.
12. Maintain up to date professional knowledge of substance misuse research and practice, government initiatives and legislation that affect young people and families
13. To provide support, training, advice and consultation to other professionals in Stockport Family and the wider community specific to the role.
14. To ensure services and duties are delivered in compliance with the law and relevant national and local policies, standards and guidance, including the Care Quality Commission, Public Health England, NICE guidance, OFSTED and other quality standards.
15. Collect, collate and analyse data in a timely way in order to inform evaluation, performance and planning
16. Prepare, write and record assessments, case notes, contacts and written reports accurately and promptly in accordance with departmental and national protocol and guidance.
17. To demonstrate high level skills in observation, recording and analysis, including report writing.
18. To actively participate in supervision, mentoring, professional development and team meetings at appointed times.
19. Maintain training and continuous person development.
20. To undertake any other duties as required by management commensurate with the post and grade
21. Work at one evening per week and undertake weekend and residential duties as required.
22. Work in a variety of settings, including family homes and undertake lone home visits
23. To be a car driver or have the ability to get to visit and between basis in a timely manner.

Additional duties:

To work positively and inclusively with colleagues and customers so that the Council provides a workplace and delivers services that do not discriminate against people on the ground of their age, sexuality, religion or belief, race, gender or disabilities.

To fulfill personal requirements, where appropriate, with regard to Council policies and procedures, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

To work flexibly in the interests of the service. This may include undertaking other duties provided that these are appropriate to the employee's background, skills and abilities. Where this occurs there will be consultation with the employee and any necessary personal development will be taken into account.



Stockport Council Competency Person Specification

Post Title: Drug and Alcohol Treatment Worker

Directorate: Services to People

The criteria listed below represent the most important skills, experience, technical expertise and qualifications needed for this job role.

Your application will be assessed against these criteria to determine whether or not you are shortlisted for interview. Any interview questions, or additional assessments (tests, presentations etc) will be broadly based on the criteria below.

Competency	SCORE					Essential or Desirable
	0	1	2	3	4	
Skills and Knowledge						
Ability to build positive and sustained relationships with children, young people and families in order to support effective change						E
Demonstrate empathy, resilience and persistence in working with children, families and others in challenging circumstances						E
Knowledge of risk and protective factors and ability to use these to inform assessments, care plans and evidence based interventions						E
Ability to engage those service users who display low levels of motivation to change, using a range of innovative methods and approaches of engagement.						E
Comprehensive understanding of issues relating to how families are affected by substance misuse, principles of harm reduction and recovery and interventions that may be offered to young people and families to enable change.						E
Demonstrable knowledge of evidence based drug and alcohol treatment and pharmacological interventions including specialist prescribing, detox and rehabilitation.						E
Knowledge and understanding of Stockport Safeguarding Children's Board policies and procedures						E
Knowledge, understanding and ability to use the Early Help Prevention assessment with families to build and strengthen family function.						E
Ability to act as a Lead Practitioner and chair TAC meetings in an effective way using skills in restorative practice.						E
Knowledge of current Government initiatives and legislation that affect young people and families.						E
Ability to reflect on and develop own and others practice and contribute to reflective practice development in group and individual supervision						E
Ability to prioritise complex work and manage information data systems to ensure compliance with national and local targets.						E
Demonstrate high level skills in observation, recording and analysis, including report writing.						E

Ability to plan, manage, evaluate and continuously improve one's own work to ensure its effectiveness and relevance.						E
Demonstrable skills/ability in prioritising, organising and managing own workload including caseload management.						E
Experience						
Experience of undertaking specialist holistic assessment and care planning with service user who have complex drug and alcohol issues and providing therapeutic and medical interventions to aid recovery.						E
Demonstrable experience of managing a caseload of complex service users with drug and alcohol problems and making clinical decisions.						E
Knowledge and experience of managing clients on substitute prescribing including maintenance and detoxification.						E
Experience of facilitating groups and using evidence based programmes to work with parents, children and young people to achieve positive change						E
Demonstrable experience of working with substance users involved in the criminal justice system.						
Experience of effectively working to agreed targets and objectives and achieving outcomes.						E
Education and Qualifications						
RGN/RMN/, Social work, Youth Work qualified or relevant health/social care qualification at level 4.						E
Evidence of ongoing training in drug and alcohol treatment and related child and family interventions						E
Positive commitment to further training, self-development and willingness to undertake training						E
Willingness to work one late night per week and other occasional weekend and evening work as required in a variety of settings						E
Understands and actively supports Stockport Councils diversity and equality policy.						Essential
To meet Stockport Council's standard of attendance.						Essential
A willingness to be flexible in a changing environment						Essential

Scoring key

- 0 – Not met essential criteria
- 1 – Partially meets essential criteria
- 2 – Meets criteria
- 3 – Exceeds criteria
- 4 – Exceptional