

Job Title:	Young People's Substance Misuse Worker	
Service:	Harrow Young People's Substance Misuse Service	
Reports To:	Service Manager	

Purpose:

Compass aims to direct all service users into recovery from drug and/or alcohol dependence at the earliest opportunity, while recognising that a significant number of individuals may not yet be motivated or be in a position to stop using substances. The priorities for Compass are therefore:

- To enable people to make informed choices about their drug and alcohol consumption and health and social circumstances
- To actively influence and support client motivation to address their drugs and alcohol misuse
- To improve their health and develop their life choices by engaging in services to address their substance misuse
- To support young people affected by parental drug and alcohol misuse
- To work in a multi-disciplinary framework to reduce their risks associated with their substance misuse

We seek to make early contact with young people and provide relevant, positive and safe responses to their health and social care needs.

Outline of the Post:

This post will operate as part of the Compass Young People's Substance Misuse service providing a range of targeted and specialist interventions for young people up to the age of 25. The post holder will be expected to undertake comprehensive assessments including the assessment of risk and competency to consent to treatment. The range of interventions to be delivered will include brief psychosocial interventions, specialist harm reduction, hidden harm, family work, care planning and working with other lead professionals involved in the care of the young person. It is essential that the post holder carries out their work within the context of Children's legislation including Every Child Matters; Safeguarding Children and Fraser Guidelines relating to informed consent.

Compass delivers services on an outreach basis with co-locations and satellites set up in Children and Families services, the Youth Offending Service and the local hospital. The post holder will be expected to work within all areas of the service including schools. The post will require a creative and dynamic approach to engaging with young people involved in substance misuse, hard to reach and other vulnerable groups of young people. The post holder will be expected to comply with Public Health England and National Institute for Clinical Excellence Guidance as well as operational policies and procedures set out by Compass.

The post may require some evening/weekend/bank holiday working.

Key Activities and Responsibilities:

Relate to and interact with individuals maintaining appropriate professional boundaries in order to:

1. Enable individuals to find out about, access and use available services through obtaining relevant information, encouraging the individual to use services and facilities and supporting individuals as they use them.
2. Support individuals who are substance users enabling individuals to adopt safe practices associated with substance use and to reduce substance use.
3. Contribute to assessing and act upon risk of danger, harm and abuse.
4. Develop relationships, share information and share the care and support for individuals with professionals, families, parents and carers.
5. Raise awareness, knowledge and understanding about substances, their use and effects using presentations, activities and group learning as appropriate.
6. Carry out assessments to identify and prioritise needs, identifying the most appropriate substance misuse intervention to best meet an individuals needs.
7. Carry out risk assessments and risk management plans and the ability to action any outcomes and concerns as appropriate
8. Ability to consider safeguarding at all times and the ability to action concerns of this nature
9. Contribute to assessing the needs and preferences of individuals in order to support the development, implementation and review of care plans.
10. Contribute to the development, implementation, review and revision of care plans to meet changing needs, preferences and circumstances
11. To be proactive in the development of establishing referral pathways
12. To deliver substance misuse training to professionals and presentations on the service
13. To deliver workshops to young people on substance misuse
14. To attend multi-agency meetings
15. To write and develop reports as appropriate

To carry out these duties effectively you will:

16. Promote the equality, diversity, rights and responsibilities of individuals including reporting on your work within confidentiality agreements, legal and organisational requirements and disclosing information only to those who have the right and need to know.
17. Actively pursue training opportunities to develop one's own learning and development
18. Promote choice, well being and the protection of all individuals.
19. Reflect on and take action to develop and enhance your own practice.
20. Make use of supervision to enable you to develop your professional competence and work with individuals reliably, effectively, ethically and safely.
21. Ensure your own actions reduce risks to health and safety.
22. Develop and maintain effective working relationships between departments and other agencies.
23. Undertake any other such duties as may reasonably be requested by your line Manager.

PERSON SPECIFICATION

Qualifications, Experience and Knowledge:

ESSENTIAL

Qualifications

- Relevant qualification in substance misuse/youth work/psychology/counselling/mental health; such as a Diploma in Youth Work, Social work, Psychology or accredited Counselling or equivalent NVQ Level 4 in Children, Young People or families, social care or mental health.

Experience

- Experience of working with children or/and young people in a face-to-face setting
- Direct experience of working with problem drug users
- Experience of working with vulnerable and hard to reach young people
- Direct experience of working in a multi-disciplinary setting within a community-based context i.e. outreach provision or locality youth work
- Obtaining information from individuals about their circumstances, needs and preferences
- Helping and encouraging individuals to obtain and evaluate information
- Encouraging individuals to reflect on their behaviour, its consequences and risks, recognise the benefits and potential for change and providing support and encouragement to help individuals achieve change positively
- Assisting individuals to identify their requirements and priorities, identify explore and assess a range of options and the potential implications of different decisions, and select and agree an appropriate course of action
- Helping individuals to develop implement and review a SMART action plan
- Constructively challenging abusive, aggressive or discriminatory attitude and behaviour
- Experience of engaging young people and partner agencies to increase referrals into service
- Using effective support systems and networks to develop own knowledge and practice

Knowledge

- Up-to-date knowledge of legislation relating to children and young people including Fraser guidelines; Every Child Matters and Safeguarding Children.
- The range of different substances and their effects
- The risks substance misuse may pose to individuals and others and how to assess and

minimise these risk

- Codes of practice and conduct, standards, guidance and legislation relevant to the setting and role
- Knowledge of Children and Families thresholds, inc. safeguarding, MASH and the Hidden Harm agenda
- Principles of confidentiality of information

Other

- Ability and willingness to adopt a flexible approach to working outside normal office hours or at different venues on occasion.
- Ability to undertake the demands of the post with reasonable adjustments where required
- Ability to handle sensitive and confidential information, maintaining discretion and confidentiality

DESIRABLE

- Ability to deliver training, workshops and presentations
- Experience of engagement of meetings with young people and professionals
- Experience of building relationships with other professionals
- Motivational and Interventional techniques and skills appropriate to the service
- Knowledge of how to evaluate your own competence when at work and decide when further support and expertise are needed
- Knowledge of Criminal Justice System
- Knowledge of systems and protocols of Children Services
- Knowledge and understanding of NHS Safeguarding practices

Key Competencies/Personal Attributes:

The post holder must demonstrate strengths in the following competency areas:

- **Team Player** – able to work as part of a team, co-operate to work together and in conjunction with others and willing to help and assist whenever possible and appropriate.
- **Interpersonal Skills** – able to develop, establish and maintain positive relationships with others both internal and external to the organisation.
- **Autonomy** – ability to work without direct supervision, prioritising work and acting on own initiative where appropriate; pre-empting problems and working to solve them.
- **Strategic Thinking** – able to identify and manage risk with the ability to elicit information to make an assessment of need.
- **Communication Skills** – excellent communication skills (both written and verbal) and ability to adjust communication style and content to the audience.
- **Confidence & Resilience** – able to deliver messages in a confident manner with excellent presentation skills and group work skills.
- **Flexible & Adaptable** – positive attitude to dealing with change; flexible and adaptable,

and open to exploring new ideas.

- **Self-Awareness** – ability to empathise with others, maturity to admit and rectify mistakes and strong degree of personal integrity to adhere to acceptable standards of behaviour.
- **Motivated** – highly motivated and reliable and organised to plan and meet deadlines and manage time effectively.

Compass Values:

The post holder must demonstrate exemplary behaviour in all Compass values, personifying the values and inspiring all staff to do the same:

- Integrity: An unstinting commitment to honesty and openness in all our activities.
- Valuing Each Individual: Respecting the needs of each person and helping them gain greater control of their life.
- Being Solution Focused: Responding quickly and flexibly to current and emerging needs.
- Consistent & Reliable Approach: Always delivering on our commitments.

Safeguarding:

The post holder must demonstrate and share our commitment to Safeguarding:

- Work proactively to safeguard and promote the welfare of children, young people and vulnerable adults.

Compass is committed to promoting the welfare of all those we serve, as well as complying with best practice in the application of safeguarding and we expect all staff and volunteers to share our commitment. As part of our safer recruitment process, an enhanced DBS check will be undertaken before appointment as part of our pre-employment checking process and will be rechecked as and when determined by Compass. For further information about what is required in this process please go to www.gov.uk/disclosure-barring-service-check.

Compass is also committed to equal opportunities and expects all those employed or who volunteer to share our commitment.