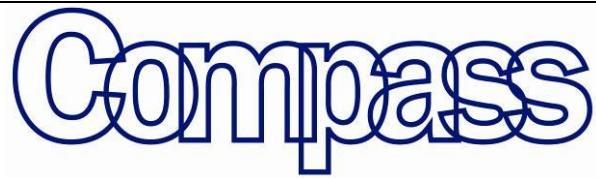


Job Title:	Nurse Team Leader
Reports To:	Service Manager Compass REACH North Yorkshire



Role Purpose:

To support and develop the Compass REACH service and team members in order that they deliver high quality interventions to young people in relation to substance misuse, sexual health and emotional wellbeing and mental health.

Main Duties:

The post holder will be a suitably qualified **mental health nurse** who is registered with the NMC. They will report to the Service Manager and will receive additional clinical supervision and competency assessment as appropriate.

The post holders' main duties will be:

- Reporting to the Service Manager, the Nurse Team Leader will manage and co-ordinate a team of Young People's Nurses who deliver a range of evidence-based based psychosocial and clinical interventions to children and young people around substance misuse, sexual health and emotional wellbeing and mental health.
- To support and develop the Compass REACH team in delivering evidence-based practice by facilitating monthly clinical supervision and file audits and chairing regular team meetings.
- To provide Young People's Practitioners/Nurses with advice and guidance around operational and clinical practice.
- To represent the service at relevant internal and external meetings and to promote Compass REACH.
- To hold a small caseload involving undertaking case management functions including: comprehensive assessments, risk assessments, assessment of competency to consent to treatment, care planning, liaison and information sharing with other lead professionals, and discharge/aftercare planning.
- To deliver interventions including specialist information and advice, specialist harm reduction, psychosocial interventions, risk reduction, family work, sexual health interventions, children's workforce development and advocacy, and emotional wellbeing and mental health interventions.
- To work closely alongside partner agencies such as the universal Healthy Child Programme, the Youth Justice Service, mainstream and alternative education and training providers, children and family services, specialist CAMHS, the police and community safety teams, specialist sexual health services, GP's, social care teams, adult drug treatment services, and children's paediatrics.
- To produce monthly reports as requested by the Service Manager.

The specific duties of the post holder will be dependent upon the detailed requirements of the Service.

Role Requirement:

Compass works within the spirit of 'The Common Core of Skills and Knowledge for the Children's and

'Young People's Workforce'. It is essential that the post holder carries out their work within the context of Children's legislation including Working Together to Safeguard Children and Fraser Guidelines relating to informed consent.

The service will be required to be delivered on a flexible basis, therefore the post holder will be expected to work some evenings, weekends and bank holidays.

The post holder will be a suitably qualified **mental health nurse** who is registered with the Nursing and Midwifery Council. They are expected to comply with NMC competencies.

Area Of Competence	
Influencing	<p>Guide Compass REACH Young People's Practitioner/Nurses in supporting individuals who are at risk, enabling individuals to adopt safe practices associated with substance misuse and/or poor sexual health, teenage pregnancy, poor/coercive or abusive relationships and/or self-harm in order to reduce the risks and challenge attitudes towards risky behaviours.</p> <p>Raise awareness, knowledge and understanding with agencies external to Compass REACH about substances, sexual health, teenage pregnancy, relationships and emotional wellbeing and mental health their effects and impact to targeted groups of people and professionals using presentations and/or other appropriate activities.</p>
Interpersonal Skills	<p>Provide age appropriate specialist information (e.g. on contraception, sexual health, substance misuse, mental health issues).</p> <p>Deliver risk reduction and life skills interventions (communication, decision making, critical thinking, coping and self management skills).</p> <p>Deliver effective and bespoke workforce training and consultation with professionals.</p> <p>Develop relationships and share information appropriately in order to support individuals, families, parents and carers.</p> <p>Enable individuals to identify and explore concerns, review options and decide on a course of action using 'counselling' skills.</p> <p>Communicate effectively, asking appropriate questions to clarify understanding and confidently providing accurate, clear and structured information to different audiences in a way that meets their needs.</p>
Planning and Organising	Empower Compass REACH Young People's Nurses to find out about, access and use available services through obtaining information, encouraging their clients to use services and facilities and supporting individuals as they use them.

	<p>Ensure that Compass REACH Young People's Practitioners/Nurses are pro-active in signposting and making onward referrals as appropriate.</p> <p>Maintain an oversight of the Compass REACH caseload to ensure that Young People's Practitioners/Nurses are competent in case management (holistic assessment, care planning and discharge planning) for a designated number of service users.</p> <p>Support Compass REACH Young People's Practitioners/Nurses in providing targeted sessions to identified vulnerable groups.</p> <p>Follow all policies, systems, procedures relevant to your role.</p>
Concern for Detail and Accuracy	<p>Ensure systems are in place to effectively record and maintain all service user activity using client data management systems.</p> <p>Set and evaluate outcomes for all interventions including self assessment by service users.</p> <p>Ensure all appropriate records are maintained by conducting monthly clinical supervision and file audits.</p> <p>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.</p>
Working Together/Team Working	<p>Support Compass REACH Young People's Practitioners/Nurses to deliver family interventions (involving family members in a care plan as/if appropriate).</p> <p>Work with colleagues/external partners to develop opportunities and deliver a seamless treatment service.</p> <p>Work as part of a multi-disciplinary team and in an anti-discriminatory way with a diverse range of clients.</p> <p>Lead a team of Young People's Practitioners/Nurses taking into account their skills, experience and abilities.</p>
Self Awareness	<p>Reflect on and take action to develop and enhance your own practice.</p> <p>Make use of supervision to enable you to develop your professional competence and work with clients and practitioners reliably, effectively, ethically and safely.</p> <p>Make use of training and development to ensure you are competent to deliver all aspects of your role.</p>

	<p>Accept responsibility for your own work and its delivery, agreeing and prioritising realistic targets, choosing effective work methods which follow agreed guidelines and procedures and keeping others informed of our progress.</p> <p>Improve your own performance by encouraging and using feedback from others to identify ways to improve your work.</p>
Risk Management	<p>Maintain oversight of the service Safeguarding Register.</p> <p>Ensure Compass REACH Young People's Practitioners/Nurses are competent and confident in conducting risk assessments and contribute to assessing risk, harm and abuse and take appropriate action.</p> <p>Relate to and interact with individuals maintaining appropriate professional boundaries.</p> <p>Take specific responsibility to ensure that any activity undertaken on behalf of Compass is carried out with the need to safeguard and promote the welfare of adults and children in line with Compass policy and procedure.</p> <p>Ensure your own actions reduce risks to health and safety.</p> <p>Promote choice, wellbeing and the protection of all individuals.</p> <p>Comply with NMC guidelines on medicine management.</p> <p>Demonstrate understanding of the medicines prescribed and the effects.</p> <p>Protect the security and confidentiality of property and information in a way that is consistent with legal requirements, Compass and host organisation procedures, reporting any concerns to your line manager.</p>
Leadership	<p>Offer leadership in line with Compass values; integrity, valuing each individual, being solution focused and having a constructive approach.</p> <p>Promote awareness of Compass REACH in formal and informal settings.</p> <p>Act as an advocate for service users where appropriate.</p> <p>Lead on a specialist thematic area within the service.</p> <p>Work with outside organisations and individuals in a way that protects</p>

	and improves the image/reputation of Compass.
Analytical Approach	<p>Deliver specialist harm reduction interventions (e.g. overdose prevention, sexual coercion and exploitation, self-harm work and hepatitis screening and vaccination).</p> <p>Support Compass REACH Young People's Practitioners/Nurses to deliver effective psychosocial and behavioural change approaches (CBT, SFBT, I-TEP, MI).</p> <p>(Where appropriate) deliver sexual health contraceptive interventions (e.g. Chlamydia screening, pregnancy testing and emergency hormonal contraception).</p> <p>Carry out assessments to identify and prioritise needs, identifying the most appropriate intervention to best meet the service user's needs.</p> <p>Contribute to assessing the needs and preferences of individuals in order to support the development, implementation and review of care plans.</p> <p>Contribute to the development, implementation, review and revision of care plans to meet changing needs, preferences and circumstances.</p>

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.