


<b>Job Title:</b>	Young People's Substance Misuse Practitioner	
<b>Service:</b>	Harrow Young People's Substance Misuse Service	
<b>Reports To:</b>	Team Leader	

**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, smoking cessation, 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.

The Young people substance Young People's Practitioner will also be delivering (Hidden Harm) services to adults or children impacted by a parents or carers substance misuse and working with young people under the age of 18 whom are using substances themselves.

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. Support Young people affected by Hidden Harm.
5. Deliver substance misuse and Hidden Harm Training to professionals, parents and carers.
6. Contribute to wider workforce development by delivering training on risky behaviours and health promotion. Provide expert advice to professionals in multi-agency setting/meetings including CIN, LAC reviews and CP plans.
7. Deliver care planned evidence based psychosocial interventions to young people who are engaging in use of illicit substances, alcohol and new psychoactive substances including those on YOS orders for drug related offending.
8. Develop relationships, share information and share the care and support for individuals with professionals, families, parents and carers.
9. Raise awareness, knowledge and understanding about substances, their use and effects using presentations, activities and group learning as appropriate.
10. Carry out assessments to identify and prioritise needs, identifying the most appropriate substance misuse intervention to best meet an individuals needs.
11. Carry out risk assessments and risk management plans and the ability to action any outcomes and concerns as appropriate
12. Ability to consider safeguarding at all times and the ability to action concerns of this nature
13. Contribute to assessing the needs and preferences of individuals in order to support the development, implementation and review of care plans.
14. Contribute to the development, implementation, review and revision of care plans to meet changing needs, preferences and circumstances
15. To be proactive in the development of establishing referral pathways
16. To deliver substance misuse training to professionals and presentations on the service
17. To deliver workshops to young people on substance misuse
18. To attend multi-agency meetings
19. To write and develop reports as appropriate
20. Deliver and develop targeted psychoeducational group work within schools and colleges to young people identified as having additional needs with mental health, sexual health and substance misuse.

To carry out these duties effectively you will:

21. 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.
22. To actively pursue training opportunities to develop one's own learning and development
23. Promote choice, well being and the protection of all individuals.
24. Reflect on and take action to develop and enhance your own practice.

25. Make use of supervision to enable you to develop your professional competence and work with individuals reliably, effectively, ethically and safely.
26. Ensure your own actions reduce risks to health and safety.
27. Develop and maintain effective working relationships between departments and other agencies.
28. 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**

#### **Operational Delivery**

- Working with children, young people or adults in a community setting
- Facilitating group work with children, young people or young adults
- Inter-agency and multi-disciplinary working
- Involving children and young people and their families in design, delivery and development of services.
- Working with at risk or vulnerable groups.
- Delivery of behaviour change support.
- Obtaining information about individuals/circumstances/needs and preferences.
- Working with Young people affected by Hidden Harm

#### **Knowledge**

- Safeguarding children and adults guidance and legislation.
- Developmental needs of children and young people.
- Equality and Diversity guidance and legislation.
- Confidentiality, consent and mental capacity.
- Risk taking behaviour and the resulting problems.
- Mental health, emotional health and emotional wellbeing.
- Data Protection guidance and legislation.
- BASHH/FSRH and/or substance misuse guidelines and quality standards.
- Contraception and STI's
- Fraser and Gillick competency.

- Computer packages including Microsoft Office.
- Hidden Harm Interventions

### **Personal**

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

### **DESIRABLE**

- Evidence based practice.
- Advocacy, offering guidance and mentoring support.
- Delivery of professional training.

### **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.

<b>Safeguarding:</b>
<i>The post holder must demonstrate and share our commitment to Safeguarding:</i>
<ul style="list-style-type: none"><li>• Work proactively to safeguard and promote the welfare of children, young people and vulnerable adults.</li></ul>



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](http://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.