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| **Role profile:** |
| **Role title:**  Family Development Worker (Female\* and Male\*) | **Reports to:** Head of Client Services |
| **Team:** Adult Services (role will be based in Hastings and work across East Sussex) | **Salary:**  £30,000 per year FTE  |
| **Hours:** 30 hours per week worked over 4 days  |
| **Contract type:** Fixed until end March 2020 |
| **Purpose of the role:** Oasis Project has been commissioned by the Department of Work and Pensions under their Challenge Fund for Disadvantaged Familiesto undertake a 12 month project to develop an understanding of what works to reduce parental conflict and improve outcomes for families where there are drug and alcohol misuse issues. The project will be externally assessed by our academic partner, University of Sussex. The Family Development Worker roles will be instrumental to delivering the project and will include; * Delivery of the ‘Parents as Partners’ programme; an evidence based specialist intervention delivered to both parents which aims to reduce parental conflict and improve parenting skills (training will be provided)
* Implementation and testing of innovative ways of initially engaging fathers in support and preparing them for a longer term intervention. This could include delivery of support on a 1:1 or group basis outside working hours or in workplace settings
* Delivery of training and learning opportunities for colleagues and partners in the statutory and third sector to improve efficacy around identification, engagement and support for families in conflict. This includes the development of ‘Father’s Champion’ roles within voluntary and statutory sector organisations

 There is a male and a female Family Development Worker role within this project in order to offer a gender-specific approach to building relationships with clients. The role will be based in central Hastings and delivery will extend to the wider East Sussex area so you should be willing and able to travel.  |

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| **Responsibilities:** |
| **Service Delivery** |
| * Undertake the ‘Parents as Partners’ practitioners’ training
* Deliver the ‘Parents as Partners’ intervention to families across East Sussex, including, development of referral pathways; promotion of the service; identification and assessment of families for involvement; co-facilitation of the sessions in conjunction with the other Family Development Worker post holder (there is a male and a female role); monitoring, evaluation and follow up
* Recognise indicators of substance misuse including problematic use of alcohol, working to reducing risk of harm and encourage people to make informed choices
* Be creative and innovative in approach to working with parents/carers to achieve positive outcomes
* Develop and deliver separate interventions aimed at engaging fathers in support, this may include 1-1 or group work
* Enable individuals to adopt safer practice associated with substance misuse
* Support the development of care pathways and routes into, through and out of parenting programmes and interventions alongside statutory interventions
* Take a systematic approach to improving engagement with fathers more widely across East Sussex by addressing cultural issues regarding their role in the family and their potential contribution to children’s wellbeing
* Be responsible for managing change and maintaining expertise, ensuring a high quality, high profile service
* Develop and implement quality assurance processes and controls for the project
* Champion the project and its approaches within Oasis’ systems and wider networks
* Promote choice and independence, actively encouraging service user involvement in project development
* Ensure – with support from the Project Implementation manager – that project milestones are delivered on time and to budget according to the project plan
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| **Training Delivery** * Deliver training via events and in-house sessions to colleagues and partners in the
* statutory and third sector to improve efficacy around identification, engagement and support for families in
* Treatment and recovery who may be experiencing conflict.
* Identify, train and roll out ‘Father’s
* Champion’ roles in four community services across the county. Our aim in this is both to increase practitioners’ skills and confidence in engaging with men in their role as fathers but also to help in highlighting men who will benefit from the ‘Parents as Partners’ intervention
* Conclude the project with a learning event to share initial findings from the evaluation.

**Adult and Child Safeguarding*** Be committed to the safeguarding of children and adults affected by substance misuse
* Be familiar with best safeguarding practice and procedures, making awareness of documentation pathways at Oasis a priority and taking appropriate action as necessary
* To remain up to date with safeguarding best practice via training and continued professional development.
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| **Problem Solving and analysis** |
| * Contribute proactively to the principle of continuous improvement by making positive suggestions and constructive feedback and helping with the implementation of agreed new ways of working
* Develop and disseminate information and advice about the impact of parental conflict on children and young people as part of a family approach
* To ensure all work is linked in with targets/outcomes set within the project plan – helping to collect evidence and ensure data is collected and counted
* Monitor outcomes for the external evaluation process, ensuring all information is recorded in line with agreed evaluation framework
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| **Continuous Development** |
| * Reflect on and develop own practice
* Monitor own performance to ensure it meets expectations and agreed performance targets
* Make use of supervision opportunities, ensuring there is two-way dialogue
* Participate in training and other development opportunities
* Contribute to the development and knowledge of others by sharing your experience and skills

**Communication and Relationships*** Build effective working relationships and develop professional networks across East Sussex voluntary and statutory sector to ensure successful delivery and engagement with the project
* Work with your female/male role counterpart in order to deliver effective services for both male and female clients. Share learning and best practice
* Deliver training, organise learning events to professionals as part of project delivery
* Maintain effective working relationships with the project’s academic partners at University of Sussex to support the deliver of the project’s external evaluation
* To contribute to Early Help and Safeguarding assessments, plans and multi-agency forums regarding clients as required
* Contribute to the prevention and management of abusive, aggressive and challenging behaviour
* Recognise risks e.g. lone working, child protection concerns, dealing with stress, ensuring Oasis’ processes, policies and procedures are followed
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**Values and Ethos**

* Demonstrate commitment to the vision and values of Oasis and understand how your own behaviour and actions impact this
* Contribute to maintaining a culture of shared ownership and responsibility that supports Oasis in achieving its overall mission.
* Understand and commit to equality, diversity and inclusion best practice with a particular focus on hard to reach and marginalised women service users.
* Be aware of and commit to working in a way that is ‘trauma informed’ and recognise this approach as part of Oasis’ overall commitment to providing gender responsive services
* Observe professional boundaries in relationships with service users, peers and other relevant professionals
* Participate in the continuous improvement of Oasis’ services

**Compliance**

* Ensure that Oasis and its services are represented in a professional manner at all times
* Meet agreed performance targets and outcomes
* Use management information and data as appropriate
* Comply at all times with health and safety regulations
* Ensure risk assessments are completed as appropriate
* Take personal responsibility for own safety
* Comply with all relevant policy and procedure, standards and codes of conduct
* Meet all regulatory requirements
* Comply with Oasis’ policy and procedure particularly confidentiality and data protection guidance
* Use IT and databases to keep records up to date in line with agreed processes
* Undertake any other reasonable duties as requested by the line manager

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| **PERSON SPECIFICATION** | **Essential or Desirable** |
| Social Work Qualification or Nursing ( RMN,RGN) or a related degree level qualification, or the proven ability and experience to clearly demonstrate the skills and knowledge equivalent to such standard | Essential |
| Willingness to undertake ‘Parents as Partners’ practitioner training  | Essential |
| Experience of working with families and delivering a range of parenting programmes and family interventions | Essential |
| Proven track record of working collaboratively in a multi-disciplinary team and participating in multi-agency relationship building and working | Essential |
| Proven experience delivering training and skills to communicate with and influence people at all levels | Essential |
| Proven verbal and written communication skills with excellent IT skills and database inputting | Essential |
| Ability to work effectively as part of a team as well as on own initiative  | Essential |
| Be assertive and resilient and have the ability to work in a way that is reflective, adaptable and non-judgmental and adheres to professional boundaries at all times | Essential |
| Experience of managing a caseload of clients in line with agreed processes | Essential |
| Knowledge and experience of safeguarding procedures and processes, confidentiality procedures and data protection guidelines and right to confidentiality | Essential |
| Understanding of the impact of drug and alcohol misuse issues on children and families | Essential |
| Proven track record in managing incidents of aggression and challenging behaviour | Desirable |
| Experience of working with adults and families where there are drug and alcohol problems | Desirable  |
| Knowledge of organisations operating in the voluntary and statutory sectors within East Sussex supporting children, families and those with substance misuse issues  | Desirable |

The post is subject to the satisfactory completion of a Disclosure and Barring Service (DBS - formally CRB) check at an enhanced level. This job description accurately reflects the present position; it may be reviewed and amended but only after a proper period of consultation.

**\* This post is only open to female applicants as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010**

**\*\* This post is only open to male applicants as being male is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010**