



Role profile:	
Role title: Female* Substance Misuse Recovery Worker	Reports to: Adult Services Manager
Team: Adult Services	Salary: £22,500 per year FTE
Hours: Full time (37.5 hours per week)	
Contract type: Fixed term until 31 March 2021 (with the possibility of extension)	
Purpose of the role: To support the adult services team to deliver high quality substance misuse services to women including assessment, planning and reviewing integrated recovery programmes, education and promoting choice and independence throughout recovery	

Responsibilities:

Client Service Delivery

- Be creative and innovative in delivery of a high quality women centred service provision
- Promote the rights and responsibilities of women with substance misuse issues
- Carry out screening and referral assessment to identify and prioritise needs
- Develop, in conjunction with service users, flexible, realistic and person centred care plans within agreed service models
- Promote choice and independence, actively encourage service user involvement
- Support and encourage women to access and use services and facilities and signpost services including learning, training and development opportunities; housing and accommodation; and enabling individuals to administer their financial affairs
- Provide advice and information to women and their families regarding their support
- Recognise indicators of substance misuse including problematic use of alcohol, working to reducing risk of harm and encourage women to make informed choices
- Enable individuals to adopt safer practice associated with substance misuse
- Support individuals in reducing substance misuse
- Support women with substance misuse issues, including alcohol, in a range of difficult times, such as when distressed, at risk of harm, dealing with relationship problems

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 keep up to date with training

Service commitment and accountability

- Lead and contribute to the service delivery planning process of integrated programmes of care to achieve outcomes for women with substance misuse issues
- Manage a caseload of service users
- Make referrals, where necessary, to the appropriate organisations
- Develop professional links with other agencies, ensuring a corporate approach is adopted
- Engage in regular supervision
- Ensure adherence to evidence based practice and clinic guidelines

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

Communication and Relationships

- Provide information and raising awareness about substances, their use and effects

- on an individual basis and via facilitating collaborative group learning;
- Ensure a collaborative approach is used, ensuring effective communication within a multi-disciplinary team
- Contribute to the prevention and management of abusive, aggressive and challenging behaviour
- Work as an effective member of the team

Problem Solving and analysis

- Develop and disseminate information and advice about health and social well being
- Apply recognised theoretical models to enable individuals and groups to identify and explore concerns relating to their substance misuse
- Carry out testing and comprehensive assessment to identify alcohol and other substances
- 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

Continuous Development

- Reflect on and develop your own practice
- Monitor your 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

PERSON SPECIFICATION	Essential or Desirable
Proven track record of delivering agreed service targets in a flexible, creative way as well as being able to deliver structured interventions in the substance misuse sector	Essential
Knowledge of the key issues facing substance misusers, in particular female substance misusers and a commitment to helping women access relevant support	Essential
Proven verbal and written communication skills with excellent IT skills and database inputting	Essential
Experience of providing community based support practices and of working in partnership with other agencies	Essential
Ability to work effectively as part of a team as well as on own initiative	Essential
Resilient attitude and 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	Essential
Proven track record in managing incidents of aggression and challenging behaviour	Desirable
Social work qualification, Nursing RMN RGN or NVQ level 3 in health and social care	Desirable

****This role 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.***

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.