

|  |  |
| --- | --- |
| **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:**  Permanent | |
| **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.