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| **Role profile:** |
| **Role title:**  Complex Needs Women’s Worker  | **Reports to:** Adult Services Manager |
| **Team: Adult Services**  | **Salary:**  £28,000 |
| **Hours:** Fixed Term – 12 months  |
| **Purpose of the role:** The role will support women with complex needs including substance misuse, homelessness and experiences of domestic abuse. The role is funded for 12 months during this time you will deliver specialist, bespoke support, harm-minimization and stabilisation for women on a 1-1 basis. The project will integrate within the coordinated Victim Hub pathway support offer for women, reducing barriers for women with complex needs to accessing support. You will work closely with the Looking Forward Practitioner who supports women who have had children removed due to safeguarding concerns. |
| **Responsibilities:** |
| **Client Service Delivery*** Work flexibly to ensure accessibility of the service, offering both brief, crisis and care planned support interventions.
* To work in a trauma informed way which advocates for women to enable them to meet their goals
* Work as an effective member of the team both internally and with partners
* Ensure a collaborative approach is used, ensure effective communication within a multi-disciplinary team, with both internal and external partner agencies.
* Be able to assess the risks facing women with complex needs and work with them and others to safeguard them
* Arrange and contribute to multi-disciplinary meetings
* Take an empathic, flexible and solution-focused approach to motivate and women to engage with the project and other services
* Have an excellent knowledge of the health and social care system to enable women to navigate this as needed.
* Understand current issues related to the criminal justice system and support women to reduce offending.
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| **Adult and Child Safeguarding*** Be committed to the safeguarding of children and adults
* 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
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| **Service Commitment and Accountability*** Have a comprehensive understanding of the ways in which women with complex needs can present and the challenges they face in accessing appropriate support.
* Maintain accurate contemporaneous records
* Liaise with service providers and deliver new referral pathways as required.
* Support colleagues to ensure high standards of care delivery, use informal and formal teaching and coaching methods
* Ensure consistency of data collection and reporting using our database management system
* Monitor own performance to ensure it meets agreed performance targets and expectations
* Participate and using management information and data as appropriate
* Participate in the continuous improvement of Oasis’ services.
* Represent Oasis at local and national meetings ensure productive working relationships
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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
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| **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
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| **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** |
| RGN / RMN / Social Worker (HCPC registered) / or educated to degree level or equivalent with relevant qualification | Desirable |
| Excellent presentation skills with the ability to communicate effectively both orally and in writing with clients, colleagues and external audiences | Essential |
| Able to work on own initiative, without close supervision and as part of a team | Essential |
| Excellent organisational and administrative skills | Essential |
| Ability to prioritise and meet deadlines | Essential |
| Excellent I.T. skills, including use f social media for promotional activity | Essential |
| Committed to safeguarding children and vulnerable adults  | Essential |
| Committed to the principles of equal opportunity and diversity | Essential |
| Able to maintain professional boundaries | Essential |
| Adaptable and able to work in a challenging and changeable environment | Essential |
| Ability to deliver against agreed objectives and targets and to work efficiently | Essential |
| To understand the importance of taking responsibility for own behaviour and actions | Essential |
| Ability to be able to work some evenings until approximately 9pm | Essential |
| Ability to travel easily around urban and rural areas and to do outreach to homes and community settings. | Essential |
| To be aware of best practice around confidentiality procedures and a clear understanding of data protection guidelines | Essential |
| Experience of working with women involved in sex work  | Desirable  |
| Experience of working within the sexual health / substance misuse / sexual violence and abuse field | Desirable |
| Experience of developing and initiating a project | 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 - formerly 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.

Oasis is committed to equal opportunities and welcomes applications from people with relevant life as well as professional experience, and those with disabilities who are currently under-represented in the organisation. People from Black and Minority Ethnic communities are underrepresented in our organisation and we particularly welcome applications from this group.