



ROLE PROFILE	
ROLE TITLE: Senior Substance Misuse Worker, Family Services	REPORTS TO: Adult Services Manager: Family Services Lead
TEAM: Adult Services	SALARY £27,514 - £29,173 per year
CONTRACT TERM: Permanent	HOURS: 37.5 hours per week (Full Time)

SUMMARY:

As Senior Substance Misuse Worker in the Family Services team you will deliver a range of individual and group-based interventions to address drug and alcohol misuse to parents, supporting parents to achieve their recovery goals and promoting the safety and wellbeing of their children and families. You will hold a case load of parents in the treatment system, working from assessment through to completion. You will support the Family Services Lead to ensure the smooth running of the POCAR programme, including coordination of POCAR referrals and providing quality assurance around feedback reports to social workers. You will deputise for the family services lead in her absence. You will provide senior support to colleagues in the family services team and facilitate monthly reflective practice for colleagues in their own development of family-based areas of work. You will drive good practice, supporting multi-disciplinary teams with their work with families to improve outcomes for parents with drug/alcohol problems and their children. In this role you will attend MARAC on a monthly basis.

Key competencies

Service delivery

- Deliver evidence-based interventions through 1-1 keywork and group facilitation, including delivery of Oasis’ POCAR (Parenting our Children, Addressing Risk) programme
- Undertake assessments and hold a caseload of parents in treatment
- Provide advice, support and guidance to parents to promote positive care and attunement to children’s needs
- Develop care/recovery plans with your clients and support them to achieve their treatment and recovery goals
- Support parents to overcome barriers to accessing support through effective problem solving,

partnership work and sign-posting to relevant services

- Demonstrate a clear understanding of safeguarding processes and procedures and support others to use these systems in their own practice;

Management and Leadership

- Provide senior support to substance misuse workers in the family team and Deputise for Family Services Lead in absence
- Oversight of POCAR programme to ensure smooth running, including coordination of incoming referrals, ensuring timeliness and quality of reports to social workers
- Delivery of monthly reflective practice sessions for family team colleagues

Practice development

- Deliver training both within Oasis and to external agencies about the value and availability of support for parents experiencing drug/alcohol misuse issues
- Develop excellent working relationships with colleagues in Oasis as well as key stakeholders and partners working outside the project.
- Work with partners to improve identification of those affected by parental drug and alcohol use;
- Deliver training and development activities including providing support and reflective practice for colleagues in their own development of family-based areas of work
- Participate in MARAC on a monthly basis, representing Oasis/CGL and communicate actions as appropriate to Oasis and CGL staff
- Gather feedback from service users about the service on a regular basis as part of Oasis' Service User Engagement processes;
- Participate positively in the implementation of new working methods and practices as required;
- Reflect on and developing own practice;
- Be willing to take on management of tasks and people as the role/organisation develops
- Make effective use of supervision.

Monitoring and evaluation

- Maintain and ensure all monitoring and recording systems and business processes are kept accurately and up to date at all times
- Ensure accurate notes are recorded and appropriate communication is made to agreed professionals;
- Ensure the services on offer meet the needs of parents (including Fathers) and children of differing abilities, different cultural groups and ages;
- Contribute to the review and development of Oasis' family-focused services

General accountabilities

To meet all other expectations of the role by:-

- Working unsupervised within own professional guidelines and training, drawing on support from others where necessary and appropriate;
- Demonstrating commitment to the vision and values of Oasis and an understanding how own behaviour and actions contribute to maintaining a culture of shared ownership and responsibility that supports Oasis in achieving its overall vision;

- Demonstrating awareness and commitment to working in a way that is 'trauma informed' and to recognise this approach as part of Oasis' overall commitment to providing gender responsive services;
- Maintaining awareness of all current Health and Safety legislation and demonstrate a commitment to working within and promoting safe practice;
- Promoting and embracing all aspects of equality and diversity;
- Following and adhering to all policy and procedure within the organisation particularly confidentiality and data protection guidelines;
- Actively participating in all appropriate meetings and training and learning opportunities;
- Providing timely and appropriate feedback through supervision sessions, and actively participating in these sessions;
- Supporting, promoting and working in accordance with all of Oasis' aims and objectives;
- Carrying out from time to time any other appropriate duties as directed by management to support and promote the work of Oasis, in accordance with the post holder's capabilities.

PERSON SPECIFICATION	Essential / Desirable
QUALIFICATIONS / TRAINING	
Social Work Qualification or Nursing (RMN,RGN)	Essential
Evidence of professional/clinical knowledge gained through continuous professional development evidenced by further training/additional qualifications	Desirable
EXPERIENCE	
Significant experience of working in a multi-disciplinary team and participating in multi-agency relationship building and working	Essential
An understanding of current issues related to substance misuse and families experiencing problems	Essential
Substantial experience of developing and delivering evidence based family focused services and working with vulnerable families	Essential
Demonstrable experience of safeguarding children and vulnerable adults legislation and processes	Essential
Experience of delivering training and coaching and facilitating groups	Essential
Experience of working in a trauma-informed way	Desirable
Experience in developing strategies to engage hard to reach families	Desirable
KNOWLEDGE and SKILLS	
Leadership: Confident at taking responsibility for own behavior and relationships with all partner organisations and stakeholders	Essential
Leadership: Can confidently contribute to Oasis' strategic direction	Desirable
Communication: Demonstrates respect, openness, clarity, approachability, responsiveness and confidence in all areas of communications	Essential
Communication: Has excellent IT skills and confidence at using MS office (including word, excel, outlook and powerpoint)	Essential
Team work: Is skilled at working successfully alongside others, showing proactive engagement, support for others, collaboration and openness	Essential
Problem solving: Is skilled at using creativity and innovation to solve problems and able to make critical decisions in a timely and considered manner	Essential
Problem solving: Is confident at managing risk	Essential
VALUES and ATTITUDES	
Possess a resilient attitude and work in a way that is reflective, adaptable and non-judgmental and adhere to professional boundaries at all times	Essential
Willingness and desire to work in an environment of continual change	Essential
Demonstrates an ongoing openness to learning	Essential
Strong commitment to equal opportunities and diversity	Essential
To be aware of best practice around confidentiality procedures and show clear understanding of data protection guidelines	Essential

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.