



Role profile:	
Role title: EMPOWER Women’s Worker	Reports to: OWRS Manager
Team: Oasis Women’s Recovery Service (OWRS) – East Sussex	Salary: £24,000 FTE (Based on 37.5 hours/week)
Hours: Part time- 22.5 hour p/w	
Contract type: Fixed term contract until 31 March 2023 with the possibility of extension.	
<p>Purpose of the role: EMPOWER is a project partnered with our Oasis Women’s Recovery Service (OWRS). Sitting within Project ADDER, its purpose is to deliver 1-1 and group support to a targeted caseload of women affected by issues such as crack/opiate addiction, dual diagnosis, and those in the criminal justice system. This role will include in reach to HMP Bronzefield prison, supporting an identified caseload of women experiencing multiple complex needs. Your role will include conducting assessments, supporting a caseload of women on an individual basis, and delivering specific targeted groups. Your role will entail preparing clients in HMP Bronzefield prison, providing pre-release support for a seamless transition back into the community. You will also attend Project ADDER meetings, working closely with other agencies under the Project ADDER initiative, making referrals to appropriate agencies when necessary. This role will be based at our Hastings office, as well as planned visits to HMP Bronzefield prison.</p>	

Responsibilities:

Client Service Delivery

- Conduct assessments of clients newly referred to EMPOWER
- Manage a caseload of service users
- Deliver 1-1 support (face to face and over the phone) using a keywork approach to support individuals in harm minimisation, reducing substance misuse
- Create a robust support plan for those EMPOWER clients due to be released from prison into the community
- Support clients with harm reduction strategies around their substance misuse issues
- Support clients to engage with treatment services for their substance misuse, like STAR
- Support and facilitate clients’ engagement with other services in East Sussex to support with e.g. housing, mental health, signposting or making onwards referrals as needed
- Facilitate engaging with EMPOWER groups
- Identify those clients able to engage with sessions with EMPOWER therapist

- Support women with additional complexities such as past trauma, dual diagnosis and/or domestic violence
- Be creative and innovative in delivery of a high quality, person centred recovery service provision
- Recognise indicators of risk, safeguarding and harm
- Promote a successful recovery and further community engagement
- Support clients to access positive opportunities in work or training
- Attend/lead or share reports for multi-agency professionals meetings where appropriate
- Maintain timely and accurate client case notes and records using our client database management system

Adult and Child Safeguarding

- Be committed to the safeguarding of children and adults affected by substance misuse
- Be familiar with Oasis' safeguarding practice and procedures, taking appropriate action as necessary
- Maintain a good level of professional curiosity at all times
- Keep up to date with training

Service commitment and accountability

- Contribute to service planning, delivery and evaluation
- Develop professional links with other agencies
- Engage in regular supervision
- Adhere to policy, procedures and guidance
- Comprehend and employ the core truths of Oasis project as a gender specific service with a trauma informed approach

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.
- 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 data management systems 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
- Complete analysis at client referral, continually assess the client via the secondary stages of assessment, unique recovery planning and following up treatment outcome profiling
- 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 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

PERSON SPECIFICATION	Essential or Desirable
Experience of working within the substance misuse sector; and a proven track record of delivering structured interventions in line with agreed service targets and objectives in a flexible, creative way;	Essential
Knowledge of the key issues women substance misusers face and a commitment to helping them access relevant support	Essential
Experience of working with women who have been victims of violence including sexual violence and exploitation	Essential
Be willing and able to travel across county and to HMP Bronzefield	Essential
Experience of providing community-based support practices and of working in partnership with other agencies	Desirable
Proven verbal and written communication skills with excellent IT skills and experience of using data management systems	Essential
Ability to work effectively as part of a team as well as on own initiative	Essential
Resilient, empathetic attitude and work in a way that is reflective, adaptable and non-judgemental and adhere to professional boundaries at all times	Essential
Knowledge and experience of safeguarding procedures and responsibilities; confidentiality procedures and data protection guidelines	Essential
Experience running and facilitating groups	Essential
Be willing and able to travel across the county, including to remote areas	Essential
NVQ3 in health and social care, or equivalent, or be willing to work towards this	Desirable
Experience of service user involvement and co-production	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.