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| **Role profile:** | |
| **Role title:**  Family Practitioner | **Reports to:** OFRS Manager |
| **Team:** Oasis Family Recovery Service (OFRS) East Sussex (role will be based in Hastings and work across East Sussex) | **Salary:**  £28,906 FTE |
| **Hours:** Part-time: 22.5 hours over 3 days | |
| **Contract type:**  Fixed-term until March 2027 – extension subject to funding | |
| **Purpose of the role:**  The The Oasis Family Recovery Service (OFRS) is part of Oasis Project’s commitment to supporting women, children, and families affected by drug and alcohol issues. The Family Practitioner role plays a vital part in delivering trauma informed, holistic, gender-specific support to women across East Sussex.  This role focuses on empowering women experiencing challenges related to drug and alcohol use to make meaningful and sustained changes in their lives. Working in partnership with Oasis Project colleagues and with structured treatment and recovery services, the Family Practitioner also addresses wider issues such as domestic abuse, involvement in the criminal justice system, and sex work.  Key responsibilities include flexible, person-centred 1:1 support for parents to promote behaviour change, build recovery capital, and enhance engagement with professionals including children’s services. Some training delivery and group facilitation may also be required.  This role will include outreach, home visits and lone-working.  This project includes both male and female Family Practitioner roles to ensure a gender-responsive approach to relationship-building with parents.  The role is based in central Hastings, with service delivery extending throughout East Sussex. Therefore, the ability and willingness to travel is essential. | |

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| **Responsibilities:** |
| **Client Service Delivery** |
| * Deliver evidence-based interventions through 1-1 keywork and group facilitation * Undertake needs assessments and hold a caseload of parents who could be in treatment, pre-treatment or post treatment. * Provide advice, support and guidance to parents to promote positive care and attunement to children’s needs * Develop care/recovery plans with 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; * Lead on co-ordinating multi-agencyresponses for families where potential harm is indicated |
| **Management and Leadership**   * Offer consultation to other areas of the service working with families * Independently manage own caseload, utilising supervision structures for support   **Practice Development**   * Develop excellent working relationships with colleagues in Oasis as well as key stakeholders and partners working outside the project. * Work with strategic and operational partners to improve identification of those affected by parental drug and alcohol use; * Some training delivery and development activities including providing support and reflective practice for colleagues in their own development of family-based areas of work * Gather feedback from service users about the service on a regular basis as part of Oasis’ co-production agenda * 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 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 Project |
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| **\* This post 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** |
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| **PERSON SPECIFICATION** |  |
| Essential / Desirable |  |
| **QUALIFICATIONS / TRAINING** |  |
| Proven experience in health and social care setting and/or Social work qualification, Nursing RMN RGN, NVQ level 3 in health and social care | Essential |
| Evidence of professional/clinical knowledge gained through continuous professional development evidenced by further training/additional qualifications | Desirable |
| **EXPERIENCE** |  |
| Proven track record of working within the drug and alcohol issues sector and managing a complex caseload | Essential |
| 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 drug and alcohol issues, in particular for women and families experiencing problems | Essential |
| Substantial experience of 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 |
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The post is subject to the satisfactory completion of a Disclosure and Barring Service 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.