

Complex Needs Young Persons Substance Misuse Worker

Department: Health and Community Services

Division: Alcohol & Drug Service, Alcohol Pathway Team

Reports to: Nurse Manager, Alcohol Pathway Team

JE Reference: HCS1033

Grade: CS10

JE Date: 19/7/2021

Job purpose

The post holder will provide high intensity interventions to address dangerous substance use, polysubstance misuse, substance dependence and addiction. The post holder will be required to use interventions such as Cognitive Behavioural Therapy (CBT), Motivational interviewing and Person-Centred Counselling to clients who have a variety of psychological difficulties of (medium) moderate to severe complexity including co-morbid and trauma presentations.

The post holder will provide evidence based treatment primarily for substance misuse and also for a wide range of psychological conditions and to improve mental health and well-being in Jersey for Islanders aged under 25. The post holder will be required to manage the risk and be a case co-ordinator to ensure that the young person is supported by relevant services to meet their needs.

Job specific outcomes

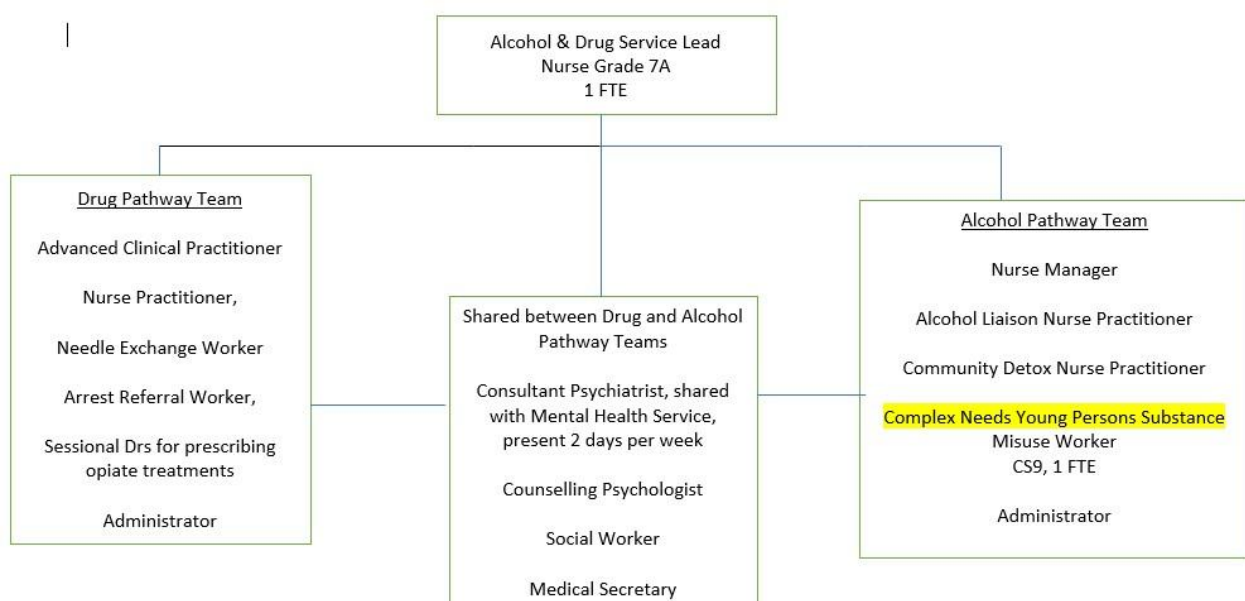
1. To work as part of a multi-disciplinary community Alcohol & Drug service which provides clinic based outpatient services, outreach and liaison to support integrated practice and seamless service delivery for young people and their families. To work as an autonomous professional within relevant professional guidelines (e.g. BACP), policies and procedures of the service.
2. Develop and implement a high-quality service of psychological therapies that offer high intensity, evidence based therapies appropriate to the psychological difficulty presented, including interventions for alcohol/substance use disorders, in order to improve the mental health and wellbeing, and increase the opportunities for community inclusion for each client.
3. To contribute to the generic functions of the team as required by undertaking initial assessments, working as a duty worker, offering a triage service to referrers and concerned professionals, responding to service users and parents, gathering and sharing information with partner agencies, undertaking home and school visits where necessary.
4. Deliver services in a variety of non-stigmatising locations and ensure the services are culturally relevant in order to ensure that therapies will be effective for diverse clients from a range of backgrounds.

5. Formulate, implement and evaluate therapy programmes for clients within a designated caseload to ensure that each client receives the most suitable therapeutic support available to aid their recovery.
6. Keep coherent records of all clinical activity and accurate collation of data, including the results of clinical audits of service performance and service user surveys and evaluations, to ensure all requirements relating to data collection are carried out in line with service protocols.
7. To assess and monitor risk and draw up appropriate risk management and safeguarding plans for referrals to the A&D Service that prioritise the needs of the young person and takes in to account their social context.
8. Organise peer and group supervision groups or other educational activities relevant for staff skills development/learning inside and outside the service.
9. Participate in special interest groups or pathways across states services and other local agencies (YES Project, Youth Service, CAMHS, Children's Service, Education, etc) in order to develop and implement smooth care pathways.
10. Educate public in general, professionals, stakeholders and other services about evidence based therapies for substance misuse and the remit of the service.

Statutory responsibilities

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Organisational structure



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<ul style="list-style-type: none"> • BACP registered counsellor or relevant equivalent registration • Diploma in counselling or another evidence based therapy to post graduate diploma level • Relevant training/qualification(s) in substance misuse support • Evidence of relevant continued professional development 	<ul style="list-style-type: none"> • Degree in health related subject
<p>Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<ul style="list-style-type: none"> • Advanced clinical knowledge and skills in the speciality area underpinned by theory and experience • Active engagement in clinical supervision • Be able to practice effectively within their scope • Candidates must display expert level of knowledge and experience of risk management required to underpin the delivery of safe client care • The post requires a strong, confident and resilient decision maker, often having to communicate unpopular decisions and advice in the best interests of the client which may be looked on unfavourably • Specific specialist related knowledge eg, Knowledge of Cognitive Behaviour Therapy, Acceptance and Commitment Therapy, qualification in CBT informed wellbeing support 	
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Proficient in keyboard skills, knowledge of MS office suite and ability to use / learn to use existing computer system</p> <ul style="list-style-type: none"> • Driving licence • Ability to present to and educate fellow professionals • Effective communicator, must be able to adapt approach to young people, parents and other professionals • Must be able to relate to young people 	<ul style="list-style-type: none"> • Ability to speak languages such as Polish or Portuguese
<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate,</i></p>	<ul style="list-style-type: none"> • High level of written and verbal communication, oral communication skills including good persuasion and motivation techniques. • Organisation and negotiation skills • Ability to work autonomously yet as part of a wider team. • Ability to advise GPs, other professionals, third sector organisations on the management 	

<p><i>motivation or commitment etc.</i></p>	<p>of the complex needs of young people who are substance dependent</p> <ul style="list-style-type: none"> • Ability to operate strategically to contribute towards departmental and organisational objectives 	
<p>Experience <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<ul style="list-style-type: none"> • 4 years post qualifying experience to include an area of speciality • Developed experience over a period of many years undertaking comprehensive physical, psychological and behavioural assessments of clients, incorporating history taking, clinical decision making, care planning and risk management • Experience of working in the specialist area of young people under the age of 25, supporting in both in clinic and community settings including managing a caseload of individuals with complex mental health problems. • Experience of management of alcohol and other substance difficulties including home visits for support where necessary • Knowledge of applied pharmacology, evidence based practice, public health and health promotion • Experience of designing and delivering training to colleagues at all levels • Able to conduct reflective practice and participates in clinical supervision • Experience of undertaking or contributing to research / audit 	
<p>Criteria relating to Safeguarding <i>Other requirements needed to confirm suitability to work with vulnerable people e.g. attitudes, skills, experience etc.</i></p>	<ul style="list-style-type: none"> • Awareness of risk factors relating to self-harm, suicide, abuse, exploitation and substance misuse within vulnerable population • Required to complete MASH referrals where needed and appropriate • Required to attend and contribute to Children's Service Meetings • Up to date with mandatory safeguard training. Aware of safeguard procedures and protocols for adults and children 	

Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 5 core accountabilities attributes and behaviour indicators.