

Alcohol and Drug Service Team Lead Nurse

Department:	Alcohol and Drug Service
Section:	Mental Health
Reports to:	Head of Alcohol & Drug Service
JE Ref:	HCS1128.1
Grade:	NM07
JE Date:	18/07/2022

Job purpose

The job purpose is to contribute to the strategic aim of reducing substance misuse related harm in Jersey.

The post holder will provide professional leadership and be accountable for the clinical and operational management of the specialist Alcohol and Drug Service. The post holder will deputise for the Alcohol and Drug Service Lead.

The post holder will lead the provision of expert advice, guidance, clinical intervention and education to all levels of the multi-disciplinary team and partner agencies demonstrating a high degree of expertise, decision making and autonomy. The post holder will direct and deliver care to clients with alcohol and drug related problems.

Job specific outcomes

Accountable for the clinical and operational management of the Alcohol and Drug Service. The post holder will manage the multi-disciplinary team to ensure provision of specialised programmes of care to clients with a range of complex physical, psychological and social needs who present in the community and inpatient settings with alcohol and drug related problems, to ensure the client group receive care which is equitable and which demonstrates best practice.

Responsible for the development of the Alcohol and Drug Service, formulation and implementation of local policy, guidance and advice documents relevant to the specialist area to ensure the service delivered remains contemporary and in line with national guidelines.

Provide leadership to the Alcohol and Drug Service by directing, leading and motivating colleagues to create a positive work culture, maintain a high standard of professionalism, efficiency and effectiveness in service delivery, ensuring delivery of service and organisational priorities. The post holder has authority to make operational decisions, prioritise and delegate in the specialist area.

Responsible for day-to-day budget management of the service to ensure value for money. Responsible for creating and maintaining effective networks, which are capable of facilitating cross boundary and inter-agency working. Develop and maintain collaborative working relationships with other relevant professionals and disciplines in order to provide a seamless service to clients, advocate for client needs and maintain the profile of the speciality and service.

Provide clinical advice and act as the lead in the specialist area to support Doctors, General Practitioners, Nurses, allied professionals, clients and their families to ensure care across all health services is non-judgemental, client centred, safe and mitigates risk.

Demonstrate advanced clinical competence and high-level personal and professional autonomy to provide clinical care to a caseload of complex clients. Operate in the absence of other specialist staff and use authority to make clinical decisions, prioritise and direct client care in the speciality area.

Responsible for devising and delivering education and training programmes in the specialist area to all levels of health staff across all hospital departments, mental health and partner agencies. To share expertise, cascade best practice, raise standards and to promote a culture of collaborate working.

Work at the forefront of practice innovation to enhance service delivery and challenge professional and organisational boundaries in the interests of the service and clients to ensure excellence in care delivery across the organisation for the benefit of the client group.

Responsible for maintaining and enhancing standards of care through the implementation of continuous improvement initiatives in line with key performance indicators. Demonstrate research experience, critical analysis skills and the application of research to lead regular audit, statistical collection and analysis, service evaluation, developments and report writing. Synthesis new knowledge and developments into practice to ensure the service demonstrates evidence based practice and acts consistently with quality standards, guidelines and policies, benchmarking against national and international standards.

Responsible for meeting the Alcohol and Drug Service objectives and contributing to the strategic objectives of the Mental Health and Public Health services working towards implementation of the Jersey Care Model.

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

<Delete the following statement if not applicable>

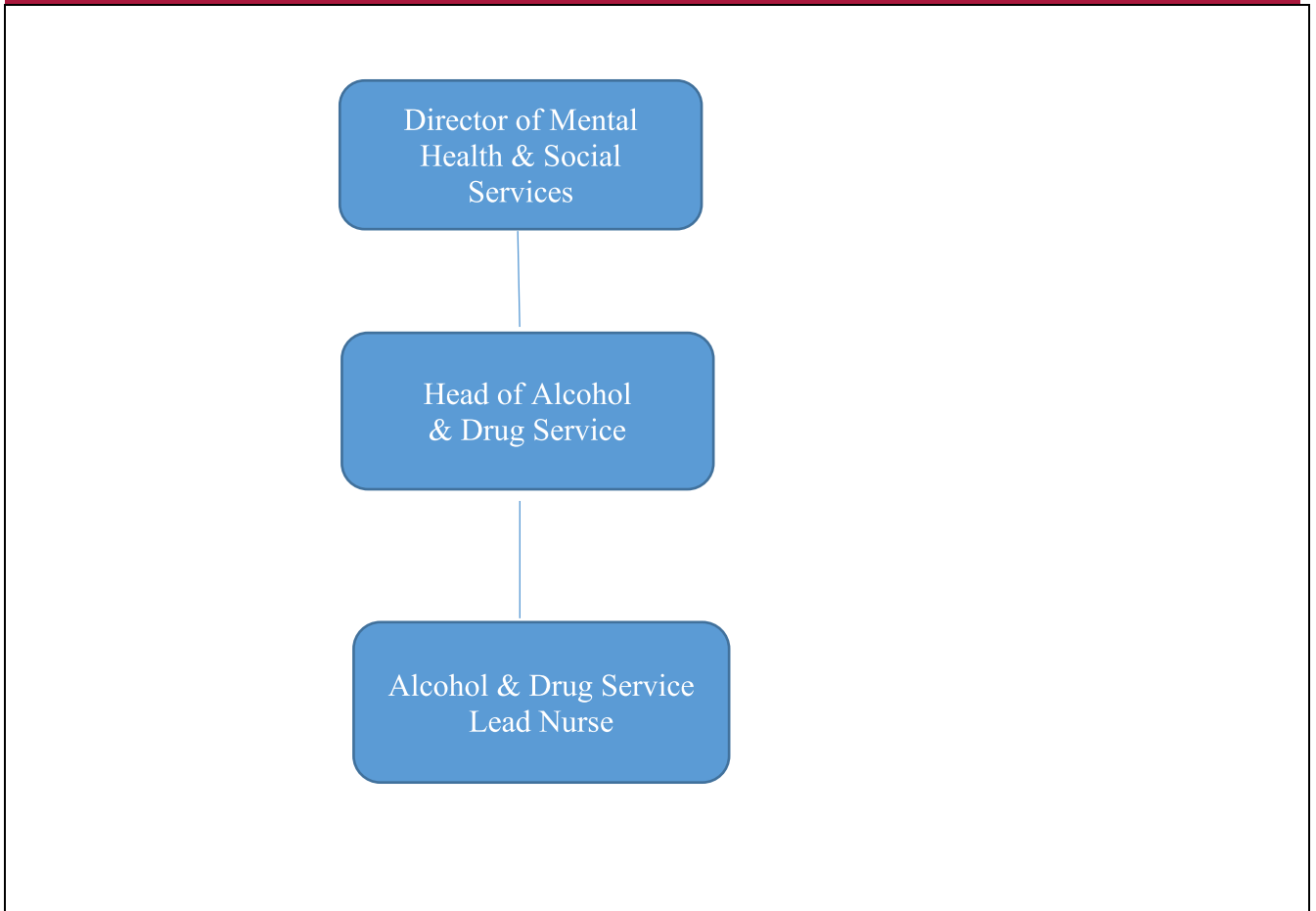
This role is politically restricted. The jobholder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Organisational structure

One Government Departments



Organisation chart



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications</p>	<p>Current NMC registration as an Adult or mental Health Nurse.</p> <p>5 years post qualifying experience including 4 years recent experience in the speciality area.</p> <p>1st degree in a health related subject (Level 6 equivalent).</p> <p>Continued post registration professional development relevant to the post.</p> <p>Teaching / mentoring qualification.</p> <p>Management / Leadership award / qualification.</p>	
<p>Knowledge</p>	<p>Advanced clinical knowledge and skills in the speciality area underpinned by theory and experience.</p> <p>Active knowledge of providing and engaging in clinical supervision.</p> <p>Understanding and compliance with the NMC Code of Practice, continued professional development and revalidation requirements.</p> <p>Knowledge in management, leadership, of leading a multi-disciplinary team.</p>	<p>Specific speciality related knowledge: e.g Psychological therapies, liver disease, project / change management.</p>

	<p>Expert knowledge of risk management and crisis management required to underpin the delivery of safe care.</p> <p>Knowledge of appropriate communication techniques as the post requires a strong, confident and resilient decision maker, often having to communicate unpopular decisions and advice in the best interests of the service or which may be looked on unfavourably by clients or family</p> <p>Knowledge of change management</p> <p>Knowledge of HR requirements for managing a team</p>	
<p>Technical / Work-based Skills</p>	<p>Fluent spoken and written English</p> <p>Mode of transport to travel between sites and home visits</p> <p>High level of accuracy when inputting data</p> <p>Proficient keyboard skills, knowledge of MS office suite and ability to use / learn to use existing computer systems. Speed required for note writing and when data / information is required at short notice</p> <p>Presentation skills</p> <p>Lead report, guidance and document writing</p>	

	<p>Lead / contribute to service reviews.</p> <p>Excellent interpersonal / communication skills with a variety of media and at all levels. This includes the ability to communicate in difficult and challenging environments</p>	
<p>General Skills/Attributes</p>	<p>High level of written and verbal communication, oral communication skills including good persuasion and motivational techniques.</p> <p>Teaching / assessing / supervising skills</p> <p>Organisation and negotiation skills</p> <p>Ability to motivate self and others</p> <p>Ability to inspire others, professional role model</p> <p>Ability to work autonomously and as a lead for the wider team Flexible attitude to working</p> <p>Able to recognise own limitations, be a reflective practitioner.</p> <p>Personally and professionally mature</p> <p>Assertive, confident, yet approachable Problem solver / confident decision maker</p> <p>Ability to operate strategically to lead towards service and organisational objectives.</p>	

	<p>Organised with effective time management, ability to prioritise and delegate fairly and safely.</p> <p>A strong team player who can professionally lead.</p>	
<p>Experience</p>	<p>Experience of managing a multi-disciplinary team Developed experience over a period of years undertaking comprehensive physical, psychological and behavioural assessments of clients, incorporating history taking, clinical decision making, care planning and risk management.</p> <p>Experience of management of alcohol and drug problems including the delivery of detoxification to acutely unwell clients, in client's homes and managing clients prescribed opiate substitution treatment.</p> <p>Knowledge and experience of applied pharmacology, evidence based practice, public health and health promotion in the specialist area.</p> <p>Risk management and crisis management required to underpin the delivery of safe care.</p> <p>Has significant post registration experience where autonomous working at advanced level has been acquired in the speciality area.</p>	

	<p>Has experience of leading evidenced based service improvement and innovation</p> <p>Experience of managing a multi-disciplinary team Developed experience over a period of years undertaking comprehensive physical, psychological and behavioural assessments of clients, incorporating history taking, clinical decision making, care planning and risk management.</p> <p>Experience of management of alcohol and drug problems including the delivery of detoxification to acutely unwell clients, in client's homes and managing clients prescribed opiate substitution treatment.</p> <p>Knowledge and experience of applied pharmacology, evidence based practice, public health and health promotion in the specialist area. Risk management and crisis management required to underpin the delivery of safe care.</p> <p>Has significant post registration experience where autonomous working at advanced level has been acquired in the speciality area.</p> <p>Has experience of leading evidenced based service</p>	
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	<p>improvement and innovation Experience of designing, delivering and evaluating training to colleagues at all levels.</p> <p>Experience of conducting reflective practice and providing clinical supervision. Experience of leading, undertaking and contributing to research / audit.</p> <p>Knowledge of safer recruiting policies</p> <p>DBS clearance</p> <p>Have experience of working with vulnerable adults and parents with children involved in child protection proceedings.</p>	
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Personal Attributes

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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 6 core accountabilities attributes and behaviour indicators