

Job Capsule Supplementary Information: Young Persons Substance Misuse Worker

This supplementary information for Young Persons Substance Misuse Worker is for guidance and must be used in conjunction with the Job Capsule for Job Zone3..... Level.....1..... Camden Way Category2.....

It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.

Role Purpose:

To provide specialist tier 2 and 3 substance misuse interventions to young people aged up to 25 within the Borough of Camden.

Example outcomes or objectives that this role will deliver:

1. To provide treatment and advice for young people residing or involved with education within Camden currently struggling with substance misuse, or at risk of abusing substances.
2. To undertake substance misuse assessments, design and implement substance misuse plans
3. To use Camden's Resilient Families Framework to support Young People and their families as well as incorporate specialist methods such as motivational interviewing, harm minimisation, solution focused and relapse prevention in client work.
4. To provide information and advice to professionals, parents and carers in relation to substance misuse.
5. To provide training and advice to partnership agencies on substance misuse
6. To maintain clear, precise and appropriate case management records on IT client information systems, in accordance with local and national standards. To maintain confidentiality and observe data protection guidelines.
7. To work closely with partnership agencies and referring on as necessary to ensure positive outcomes for young people.

People Management Responsibilities:

(Number of reports, nature of management responsibility)

None

Relationships;

(Nature of relationships and partnerships e.g. internal, external, and level)

This role sits within Youth Early Help and requires the post holder to work closely with a number of key partnership agencies both internal and externally. These include but are not limited to; Youth Offending Services, Social Services, Education Providers, Young Peoples Pathway Accommodation, CAMHS, Adult Substance Misuse Services, Youth Groups and mentoring organisations.

Work Environment:

(Describe the work environment e.g. office based, outdoors etc.)

The post holder would be based in our Central Youth Hub which is located in the Fresh Youth Academy in Highgate. Although this would be the primary base, they would be expected to work from a number of locations including Camden Offices, Education Providers, Pathway's Accommodation, Youth Clubs and Community Clinics. Being a hub based worker, the post holder would be expected to build strong relationships with local partners based in the central areas of Camden.

The post holder will manage a case load of young people who have varying levels of substance misuse problems as well as working with young people who have concurrent mental health, social and criminal justice concerns.

Home visiting may be a requirement of working with young people and their families. The public contact element this role involves regularly coming into contact with people, some of whom may at times be distressed, agitated and, from time to time challenging.

There is a requirement to be able to work flexibly and outside normal office hours when required and be flexible and adaptable to ensure consistent provision of service.

Technical Knowledge and Experience:

(E.g. qualifications that are essential for the role and / or examples of the experience role holders would be expected to have in order to succeed in the role)

QUALIFICATIONS

Essential:

- Professional Qualification in relevant field eg:
 - Social work
 - Health and Social Care
 - Psychology/Counselling
 - Substance Misuse

Desirable:

- Educated to degree/post graduate degree level in substance misuse
- Professional registration with a relevant body

KNOWLEDGE

Essential:

- Knowledge of effective interventions for working with substance misuse such as CBT, MI and the recovery agenda.
- Knowledge of safeguarding, child protection and substance misuse principles.
- Knowledge of the safeguarding legislative and guidance framework relating to children and young people.
- A working knowledge of relevant substance misuse legislation and guidance governing the principles underpinning work with young people who misuse substances

Desirable:

- Knowledge of Camden's Resilient families Framework
- Knowledge of current substance misuse policy and strategy relating to young person's substance misuse
- Knowledge of clinical guidance around CAMHS and young person's substance misuse (eg: NICE).
- Understanding of the Council's Equal Opportunities Policy and legal requirements for anti-discriminatory practice within all practice

SKILLS

Essential:

- Proven ability in engaging with young people, setting and maintaining clear boundaries, building relationships and positively influencing change.
- Proven ability in establishing effective working relationships within a multi-agency environment.
- Ability to engage effectively in supervision, reflect and improve own performance to meet individual or team outcomes.
- Proven ability to communicate effectively, verbally, in person and in writing and an ability to write clear and concise reports.
- Ability to work with, respect and value diversity with due regards to Camden's equal opportunities and valuing diversity policy.
- Ability to work independently, using initiative, and effective organisation, time management and co-ordination skills.
- Proficiency in IT skills including MS Office.

Desirable:

- Ability to communicate effectively with a wide variety of audiences.

- Ability to contribute to an integrated team approach and demonstrating strong personal initiative and an ability to prioritise work.

EXPERIENCE

Essential:

- A minimum of two years' experience working with young people. This must include direct work with young people in the field of substance misuse.
- Experience of delivering short term focussed substance misuse interventions with young people. This should include a sound knowledge of incorporating motivational interviewing techniques.
- Experience of writing case notes and reports
- Experience of working with children, adolescents and their families in a multi-cultural setting.
- Experience of prioritising work and managing time effectively. Experience of successfully meeting administrative and procedural expectations.

Desirable:

- Experience of delivering group interventions and training with young people, families and professionals
- Experience of undertaking complex substance misuse assessments; designing and implementing care plans; monitoring and reviewing such plans and ability to communicate effectively the plan and reviews with young people
- Experience of using Camden Specific Systems such as Mosaic and Childview

Camden Way Five Ways of Working

In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility

For further information on the Camden Way please visit:

<http://www.togetherwearecamden.com/pages/discover-jobs-and-careers-in-camden/working-for-camden/>

Structure Chart – please insert or attach an up to date structure chart showing this role

