

## **Job Capsule Supplementary Information: Advanced Young Persons Substance Misuse Practitioner**

**This supplementary information for Young Persons Substance Misuse Worker is for guidance and must be used in conjunction with the Job Capsule for Job Level 4 Zone 1**

### **Camden Way Category 4**

**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 manage a case load of complex young people affected by substance use and to engage with them and their families to assess, develop and deliver interventions and activities that support recovery and resilience.

This post would also be expected to offer support and guidance to other substance misuse case managers as well as the wider team within the Integrated Youth Support Service to improve service provision.

#### **Example outcomes or objectives that this role will deliver:**

1. Working within a multi-disciplinary team, to be responsible for all aspect of case management of substance misuse cases, including dealing with complex issues that may arise as a result of concurrent issues such as mental health concerns and involvement with criminal justice.
2. To advise, support and mentor substance misuse managers within their respective areas of work, offering additional assistance and guidance in order to improve service provision. This will involve taking a lead in forums such as our group clinical supervisions.
3. To effectively engage with young people from diverse backgrounds at all stages of case management including during assessment, review and delivery of interventions/programmes
4. 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.
5. To gather information, analyse and assess in order to manage risk, substance misuse and safety/wellbeing accurately using appropriate screening and assessment tools; taking necessary measures to ensure welfare needs are dealt with effectively and public protection considerations are effectively managed.
6. To help with quality assurance process including case auditing and signing off cases as and when required
7. To represent the service at any relevant multidisciplinary meetings, particularly those that involve mental health or youth justice.

8. To maintain clear, precise and appropriate case management records on IT client information systems, in accordance with local and national standards and in line with data protection guidelines
9. To contribute to the development of team/ project/service plans and procedures to ensure these reflect the needs of young people.

**People Management Responsibilities:**

None, however the advanced practitioner would be expected to provide clinical support and advice to the FWD and Youth Early Help teams.

**Relationships;**

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:**

The post holder would be based primarily in Camden offices however due to the nature of the work would be expected to be based in a number of locations to best serve the needs of young people including youth hubs or in the community.

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 is 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:**

**QUALIFICATIONS**

Essential:

Educated to degree level, Professional Qualification in any of the following:

- Social work (GCSQ Registered)

- Psychology, psychotherapy, counselling or any relevant mental health qualification
- A substance misuse specific qualification

Desirable:

Educated to a postgraduate level in any of the areas listed above.

A qualification in clinical supervision

## **KNOWLEDGE**

- A deep understanding of factors influencing substance misuse and the appropriate interventions to work with these as well as an in depth knowledge of drugs of abuse.
- A good understanding of the National Drug Treatment Service (NDTMS) requirements, including reporting requirements to meet the public health agenda
- A very good understanding of approaches to young people's development; the purpose and methods of social and informal education within the context of health
- A very good understanding of a range of interventions used for substance misuse that are evidence based and nationally recognised
- A very good understanding of the factors that limit educational and personal achievement for young people
- An understanding of current trends and policies influencing young people's services and integrated working within a multi-agency framework
- Comprehensive knowledge and understanding of youth justice principle and practice, along with safeguarding and child protection and data protection regulations
- Understanding of the Council's Equal Opportunities Policy and legal requirements for anti-discriminatory practice within all practice
- Knowledge of specific area relevant to substance misuse such as co-existing problems, biology of addiction, clinical supervision etc.

## **SKILLS**

Essential:

- Proven ability in engaging with young people, setting and maintaining clear boundaries, building relationships and positively influencing change.
- Proven ability to manage all aspect of caseloads in accordance with guidance
- Proven ability in assessment and identification of need, risk and vulnerability; planning and delivering interventions to address these
- Proven ability in establishing effective working relationships and partnerships within a multi-agency environment.
- Ability to plan, monitor and evaluate work against national inspection frameworks and national / local performance indicators, and take direct action to address and improve work that does not meet quality standards.

- Proven ability to communicate effectively with difference audiences, verbally and in writing and an ability to write clear and concise reports to fixed timescales.
- Excellent negotiation and influencing skills with an ability to develop successful partnerships with agencies, developing and delivering joint work to a high quality standard.
- Proven ability to offer information, advice and guidance to staff through mentoring/coaching
- Ability to take responsibility for planning own work, consistently achieving and delivering to time and quality, despite tight timescales and conflicting priorities.
- Ability to contribute to an integrated team approach and demonstrating strong personal initiative
- To respect and value diversity with due regards to Camden's equal opportunities and valuing diversity policy.
- Ability to work innovatively and creatively with young people and families
- Proficiency in IT skills including MS Office.
- Knowledge of relevant IT and reporting systems, particularly NDTMS.

## **EXPERIENCE**

### Essential:

- Experience of direct work with young people, their families in a formal and informal networks i.e. one to one, group work, outreach and detached basis
- Substantial experience of working with young people who are considered to be at risk, this will include young people who are at risk of crime and ASB, NEET, SEND, exploitation etc.
- Experience of assessment, planning and delivering intervention/programmes for young people effectively/successfully
- Experience of case recording using a formal IT system.
- Experience of working closely with a wide range of network including Health, Police, Education, Crime Reduction, Youth Justice and children's safeguarding colleagues.
- Experience of working with children, adolescents and their families within a diverse community.
- Proven experience of supporting and guiding others through coaching and mentoring
- Experience of delivering group interventions with young people, families and victims of crime.
- Experience of both preventative and specialised interventions
- Proven experience of case management and working with young offenders and their families.

### Desirable

Experience of providing individual and/or group reflective supervision

## **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 by clicking [HERE](#)

**Structure Chart**

