



**Waythrough**

## Job Description

Job Title	Youth Justice Service Drug & Alcohol Practitioner
Job Grade	A3
Reports to	Lead Practitioner & Service Manager
Direct reports	None
Clearance required	Enhanced adult & Child barred
Key Stakeholders	Young people who access our service, multi-disciplinary team members, Service Manager, Area Manager

### Workplace values

Waythrough (Formerly Humankind) launched in October 2024 following the merger of Humankind and Richmond Fellowship. Our vision is to break down the barriers that stop people getting the support they need to live a life they value. We tackle poverty and disadvantage in communities, through mental health, drug and alcohol, housing and related support.

We have almost 200 services around England – and nearly 3,500 amazing staff and volunteers who run them. Every year our services support around 125,000 people.

Bringing together two big organisations is not a small task and it'll take a while to fully integrate our systems, processes and approaches. That's why you will notice the jobs here are still branded 'Humankind'. Next year we'll be fully integrating our recruitment systems but for now they are separate.



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Thanks for bearing with us – and don't forget to check out the Waythrough (Formerly Humankind) jobs on the Richmond Fellowship and Aquarius job site [https://recoveryfocus.wd3.myworkdayjobs.com/Recovery\\_Focus\\_Careers](https://recoveryfocus.wd3.myworkdayjobs.com/Recovery_Focus_Careers).

### Job Purpose

The core focus of this job is to ensure that all young people supervised by the Youth Justice Service (YJS) are assessed and treated for drug and alcohol usage with the aim of minimising harm to them and preventing and reducing offending. The postholder will do this through the provision of advice, guidance and support to members of staff within the YJS team.

The postholder will provide specialist drug and alcohol support to children and young people at risk of or using substances, enabling them to make informed choices and build resilience to substance use.

### Key accountabilities:

1.	Undertake assessments of children and young people supervised by the YJS according to standards and targets established by the Youth Justice Board and North Yorkshire YJS.
2.	Provide case management for children and young people which includes referral and assessment, risk management and care planning, discharge and aftercare planning ensuring accurate and timely recording on the appropriate case management system.
3.	Work collaboratively with partner agencies to undertake shared assessments, key working and interventions to promote children and young people progression from engagement, through structured treatment to self-sustained recovery.
4.	Improve outcomes for children, parents, carers and families of services users by reducing the impact of drug and alcohol related harm on family life and promote positive family involvement in recovery.



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5.	Identify and prevent potential harm to children and young people and others by following local and organisational safeguarding guidelines, including referral to and engagement with relevant safeguarding authorities.
6.	Promote visible recovery across the service and ensure peer support opportunities are relevant and accessible for children and young people and their families.
7.	Work closely and collaboratively within the multi-disciplinary team across the service and externally, providing advice, reports and information to managers and colleagues, through attendance at reviews, team meetings, supervision and via telephone conversations.
8.	Provide targeted outreach and in reach, diversionary activities, satellite advice and information services with partner agencies.
9.	As a member of the Youth Justice Service, support the delivery of key priorities and targets outlined in the YJS Strategic Plan.
10.	Work flexibly across operational sites and within an agreed number of hours to maintain appropriate service provision, this will include evening and weekend working.
11.	Undertake continuing professional development including participating in supervision, performance reviews and attending training as/when required.
12.	Work in accordance with all relevant legislation, policies & procedures and guidelines – both internal and external.
13.	Keep abreast of policy and professional development within your area of professional expertise.
14.	To promote, adhere to and live our workplace values of being honest, committed and inventive.



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*This Job Description is not definitive and outlines key accountabilities – colleagues are expected to be flexible regarding their accountabilities and will from time to time be asked to carry out other duties to ensure achievement of company goals.*

# Person Specification

Technical/ Professional Qualifications	Essential or Desirable
NVQ Level 3 in Health & Social Care or equivalent qualification; or willingness, ability and commitment to achieve qualification.	E
Relevant professional qualification e.g. addiction studies, youth work, counselling, social work, therapeutic qualification.	D
Skills	Essential or Desirable
Proficient in Microsoft Office programmes & case management systems.	E
Communicates effectively and accurately in writing, using existing documents, formats and styles.	E
Knowledge/ Previous Experience	Essential or Desirable
Experience of using Management Information Systems	D
Understanding of and ability to implement interventions based on the whole family approach, including brief interventions MI, PSIs, CBT and ITEP.	E
Delivering 1-2-1 and group therapeutic interventions	E
Working with models of service delivery and issues relating to recovery planning	D
Working with best practice frameworks e.g. NICE, DOH, NTA, NMC, Care Quality Commission & Caldicott Standards	D
Experience of working with children, young people & families (including carers & parents).	E

# Person Specification

Competencies	
<b>Lead and Inspire</b>	Defines the future direction of Humankind through identifying current and future challenges and longer-term opportunities.
<b>Create and Innovate</b>	Takes a solutions-focused approach to the challenges we face as an organisation. Looks at new ways of working and responding innovatively with new ideas or developing current approaches to meet organisational needs.
<b>Developing Our Talent</b>	Creates a positive and supportive environment in which individuals can grow and develop enabling them to realise their full potential.
<b>Impactful Communication</b>	Shares information and presents ideas or themes clearly and convincingly so that others see us as open, transparent and credible, and want to engage with us.
<b>Delivering Results and Achieving Greatness</b>	Focuses on our individual drive and personal focus to succeed in delivering against our key business objectives and targets.
<b>Service Excellence</b>	Continues to build on Humankind's reputation within the industry, becoming a "provider of choice" recognised by external bodies as meeting the diverse needs of our customers and delivering the highest standards of service delivery.
<b>Working Together</b>	Defines how we work with each other and our customers, partners, commissioners and stakeholders.