



Waythrough Job Description

Job Title:	Young Peoples Substance Misuse Practitioner
Job Grade:	A3
Reports to:	Lead Practitioner/ Service Manager
Direct reports:	N/A
Clearance required:	Enhanced Children and Adults
Key stakeholders:	Service Managers, service users, Branching Out Team

Workplace values

- **Kindness** - Be generous, caring and compassionate
- **Courage** - Be bold, trust, commit
- **Respect** - Everyone deserves dignity

Job Purpose

To provide specialist drug and alcohol treatment and support for young people aged 10 – 21 years. This will involve supporting with the delivery of structured group work and specialist interventions enabling young people to make informed choices and build resilience to substance use.



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Key accountabilities:

1.	Manage a caseload of Young People, devising, implementing and reviewing on-going recovery plans and treatment, liaising closely with the full range of workers and skills within the service team, including family members and significant others as appropriate
2.	Develop and deliver quality programs and packages of work/ psychosocial interventions that meet local need across both group work and one to one formats
3.	Facilitate access to treatment and community resources to increase recovery and social capital, supporting service users and their families within their local community.
4.	To liaise and network with a wide range of professionals working with young people across Calderdale, maintaining effective partnerships and working agreements to improve the outcomes for the individual
5.	To 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
6.	Support young people to move on from the service when they are ready, into sustainable education, employment, and universal youth provision
7.	To work closely and collaboratively within the multi-disciplinary team across the service and externally, providing advice and reports/ information to managers and other colleagues, through attendance at reviews, team meetings, supervision and via telephone conversations
8.	To proactively maintain professional knowledge regarding trends, policies and legislation in relation to working with children and young people



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9.	Undertake continuing professional development including participating in clinical supervision, performance reviews and attending training as/when required .
10.	Work in accordance with all relevant legislation, policies & procedures and guidelines – both internal and external. This includes Humankind's clinical governance framework .

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11.	Keep abreast of policy and professional development within your area of professional expertise.
12.	To promote, adhere to and live our workplace values of being honest, committed and inventive.
13.	Promote visible recovery across the service and ensure peer support opportunities are relevant and accessible as required.
14.	Maintain accurate and up to date records and reports and provide written and verbal reports as required.

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.



Waythrough Person Specification

Technical/ Professional Qualifications	Essential or Desirable
NVQ Level 3 in Health & Social Care (or above or equivalent) or willing to work towards this in post.	E
Relevant professional qualification e.g. addiction studies, counselling, social work, therapeutic qualification.	D
Skills	Essential or Desirable
Proficient in Microsoft Office programmes.	E
Full clean driving licence and full access to a car during working hours.	E
Knowledge/ Previous Experience	Essential or Desirable
Experience of working with young people and empathy with and understanding of the issues they face.	E



Waythrough Person Specification

Experience of drug and alcohol-related work and an understanding of the problems associated with substance use, knowledge of drug issues and relevant legislation.	E
Experience of delivering family focused interventions.	E
Experience of working with Young People on a one to one basis and within groupwork settings delivering therapeutic interventions.	D
Experience of applying safeguarding children and adults procedures and legislation.	E

Carrying out assessment and recovery planning and risk management plans.	D
Experience of designing, developing and facilitating innovative groupwork sessions.	D
Experience of maintaining confidentiality and working within professional boundaries.	E

Competencies

Lead and Inspire	Defines the future direction of Waythrough through identifying current and future challenges and longer-term opportunities.
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Waythrough **Person Specification**

Create and Innovate	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.
Developing Our Talent	Creates a positive and supportive environment in which individuals can grow and develop enabling them to realise their full potential.
Impactful Communication	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.
Delivering Results and Achieving Greatness	Focuses on our individual drive and personal focus to succeed in delivering against our key business objectives and targets.
Service Excellence	Continues to build on Waythrough'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.
Working Together	Defines how we work with each other and our customers, partners, commissioners and stakeholders.