# EAST SUSSEX COUNTY COUNCIL JOB DESCRIPTION

# Job Title: Senior Substance Misuse Practitioner

# Department: Children’s Services

# Grade: [Single Status 13](https://www.eastsussex.gov.uk/jobs/working-here/pay/east-sussex-single-status)

# Responsible to: Service Manager, U25’s Substance Misuse Team

# Responsible for: As a Senior Substance Misuse Practitioner you will be undertaking complex casework and providing direct supervision to U25’s team members and promoting and facilitating effective multi-agency working with our partners

# Purpose of the Role:

The U25’s Substance Misuse Service delivers a range of evidenced based interventions to Young People up to the age of 25, (and where appropriate their parents/carers).

The Service is a multi-disciplinary team working across East Sussex. We work closely with partners from Childrens Social Care, Health, Education, and other young person’s service providers.

The post will use professional judgement and employ a range of evidence-based interventions to reduce the harms of substance misuse. Undertaking an educator role by helping to develop a learning culture within the team and service area.

# Key tasks:

1. Provide casework supervision and consultancy for substance misuse workers, other staff and students as required by the Service Manager (U19’s Substance Misuse), and to contribute by means of co-work, group supervision, etc.Take responsibility for caseload management, and provide the necessary supervision, monitoring, review and feedback as required by the Service Manager.
2. Carry, as agreed, a workload of a more complex nature and where a high level of professional input and high practice standards are required, working within the principles of the Children Act, other appropriate legislation, departmental policies and procedures.
3. Undertake a lead role in ensuring an efficient response to referrals for the service; coordinating case planning and review processes and monitor and gatekeep referrals to Clinical and Child Protection Specialists within and outside the team.
4. Keep the Service Manager informed of case planning processes and maintain responsibility for case management of supervisees’ cases in their absence, ensuring the Service Manager has sufficient information related to specific cases to enable them to carry out responsibilities within the scheme of delegated authority.
5. Assist the Service Manager in preparation and provision of training for staff and to contribute to the induction of new staff. Undertake a lead role in the team to implement agreed service developments and assist the Service Manager in the preparation of individual staff development reviews and identification of training needs for staff.
6. Act as case manager for those young people who are not receiving other statutory agency services. Offering intensive support and providing a range of interventions to young alcohol and drug users in order to reduce the risks associated with problematic substance misuse, utilising specific substance misuse assessments and constructing suitable care and pathway plans where substance misuse has been identified.
7. Provide specialist advice, training and consultation regarding substance misuse issues to colleagues in other vulnerable young people’s services and participate in strategy, planning and review meetings in order to contribute specialist substance misuse input where required.
8. Identify and assess the needs of individual substance using your people within the principles of the Department of Health Framework for the Assessment of Children in Need and their Families (1999).Develop and deliver flexible and creative programmes of intervention for working with vulnerable young people, aimed at addressing substance use and preventing escalation.
9. Adopt effective harm minimisation and relationship building techniques for those young people in especially difficult circumstances to whom special considerations should apply, eg children of substance misusing parents. Support and advise accommodation providers who are working with young people with substance misuse issues. Advise generic case managers on appropriate case planning options for young people with substance misuse difficulties and provide parents and carers with the necessary advice and information to support a young person with substance misuse difficulties.
10. Apply sensitive approaches when handling issues pertaining to confidentiality, information sharing, consent to treatment, the rights of young people and their responsibilities of parents and professionals. Working within the principles of the Children Act 1989 and the local Area Child Protection Procedures.
11. Carry out work in a manner which promotes the quality of opportunity and anti-discriminatory practice for both staff and service users.
12. Have regard for the provision of Health and Safety at Work legislation when undertaking the requirements of the post.
13. Attend all meetings and personal supervision meetings and ensure that your line manager is kept informed of major developments and any problems arising from your workload and seek advice as necessary.
14. Maintain an awareness of relevant legislation, practice and research about substance misuse in relation to children and young people, whilst maintaining records, reports, and correspondence in accordance with agency, policy and practice.
15. Undertake any other duties as may be appropriate to the level and nature of the post as determined by your line manager.

# PERSON SPECIFICATION

# Essential education and qualifications

* Professional qualification relevant to the field of Substance Misuse.

# Essential key skills, abilities, knowledge, experience, values and behaviours

* Able to work constructively with colleagues in other units/agencies.
* Able to keep up to date records and prepare reports to a set standard.
* Able to undertake complex assessment work.
* Ability to work with families in a crisis situation.
* Ability to provide Family Support Services to children and families in needs.
* Sound decision-making skills.
* Ability to identify and evaluate broader policy and resource issues in decision making.
* Ability to work independently.
* Able to work within and support the team.
* Supervision skills demonstrated through the supervision of substance misuse workers or students.
* Able to use supervision appropriately.
* Able to organise and prioritise work appropriately.
* Experience of working with complex cases and legal proceedings.
* Substantial and up to date knowledge of various aspects of child care practice, legislation, theories, research, methods or work and an ability to use these appropriately e.g. Messages from Research, Working Together.
* Detailed working knowledge and understanding of legislation affecting children and young people i.e. Children Act 1989.
* A commitment to on going training as demonstrated by participation in post qualifying courses.
* Able to demonstrate a commitment to anti-discriminatory practices.
* Able to be appropriately assertive.
* Ability to motivate others.
* Willingness and ability to develop new areas of expertise and to respond to changing needs.
* Commitment to undertaking additional areas of responsibility as demonstrated by current workloads.
* Able to manage constant and often conflicting demands.
* Able to demonstrate consistency and commitment to work with children and families and with colleagues.
* Ability to use evidence to make decisions.
* Commitment to enhance the quality of children’s lives.
* You will need to possess either a full clean driving licence and a car, or be able to clearly demonstrate how you will achieve the travelling requirements of this post.

**Document version control:**

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Health & Safety Functions

This section is to make you aware of any health & safety related functions you may be expected to either perform or to which may be exposed in relation to the post you are applying for. This information will help you if successful in your application identify any health-related condition which may impact on your ability to perform the job role, enabling us to support you in your employment by way of reasonable adjustments or workplace support.

| **Function** | **Applicable to role**  |
| --- | --- |
| Using display screen equipment  | Yes |
| Working with children/vulnerable adults | Yes |
| Moving & handling operations | No |
| Occupational Driving | Yes |
| Lone Working | Yes |
| Working at height | No |
| Shift / night work | No |
| Working with hazardous substances | No |
| Using power tools | No |
| Exposure to noise and /or vibration | No |
| Food handling | No |
| Exposure to blood /body fluids | Yes |