



JOB DESCRIPTION	
Job Title	Substance misuse Support Worker
Portfolio	Social Service, Disability, Progression and Recovery
Reports to	Community Co-ordinator
Location	Flintshire / Deeside counselling Centre
Job Reference/ID Number	80000013722
Job Purpose: The aim of Flintshire County Council's Substance Misuse Support Service is to provide a flexible range of recovery support for people with a predominant drug and / or alcohol addiction and may also suffer with mental health problems. Support involves working in partnership with people so that they increase their confidence, recapture skills and develop a good quality of life that is meaningful and rewarding to them	

Principal Accountabilities
<p>Work within a range of service elements within the service users own home or within the community in line with working together to embrace recovery and work together to reduce harm.</p> <ol style="list-style-type: none">1. Work within the hours contracted per week, this may involve supporting people in crisis at short notice within the substance misuse service operational hours of 8.30am to 5.00 pm five days per week. Outside of these hours are to the discretion of the manager and pre-arranged.2. Implement support plans in line with the risk assessment and risk management plans. To undertake complex specialist areas of work under the direction of the Line Manager and Key Worker with the aim of achieving goals highlighted for each individual.3. Identify individual or situational changes including any deterioration in the service user's mental health or wellbeing including damaging or negative effects of medication / substance use. To report these changes as a matter of urgency to the Line Manager and / Key Worker and respond to any additional actions needed.4. Provide intensive support and care to those people undertaking home detox, leaving Hospital detox treatment or mental health hospital admission. To enable them to live safely in the community in accordance with individual support plans, risk assessment and risk management plans.5. Establish a wide range of interpersonal skills and recovery strategies to develop and maintain successful relationships with people who have complex needs and who have difficulty in engaging with services.6. Provide practical and knowledgeable support to enable and motivate the person to secure housing or avoid homelessness. Assist people to retain and improve their accommodation needs, address financial problems, manage income appropriately and develop and maintain basic budget / planning skills. Where needed to liaise with all necessary agencies to seek the most appropriate outcome for the individual.

7. Research & apply to appropriate charities for essential funds to help the person purchase essential household items / address debt / possible funding for courses, job opportunities or social activities via the internet or other means
8. In conjunction with Line Manager implement Health & Safety practices whilst working in accordance with the Health & Safety at Work Act 1974, subsequent legislation and the Directorate of Adult Social Care Health & Safety Policy.
9. In the event of unplanned situations and escalating risk during lone working, the postholder will take the necessary action to immediately reduce the risk to oneself and others. Then inform the manager as a matter of urgency to seek further advice and clarify safety.
10. To provide written record of any contact with the service user or on behalf of the service user directly in their main file, and inform / update the manager and key Worker when there is a further cause for concern or an additional need is identified.
11. Participate in the support plan assessment, review and closure meetings as required. Participate in any other professional meetings as required by the line manager.

Facilitate or assist with small group activities, volunteering activities and support service users to access and engage with self-help workshops

Supervision/Management of People

Employment Checks/Specific Requirement i.e. DBS

Enhanced

Special Working Conditions

This role involves driving regularly and a full driving license is required along with access to a vehicle.

Person Specification

The person specification sets out the skill, knowledge and experience that are considered to be necessary to perform the role and will be used in short-listing both at application and interview stage. It is therefore important that you demonstrate on your application how you meet all of the essential requirements.

Academic/ Professional Qualification	Essential / Desirable	How this will be assessed?
NVQ or equivalent or a relevant professional qualification directly related to working with vulnerable people	Desirable	
Ability to manage a case load and maintain accurate records.	Essential	

Experience of working with a range of client groups such as: Vulnerable families, people with substance misuse issues, people with a history of criminal offending, people with mental health issues	Essential	
Relevant experience of working with welfare reform and or housing environment within the public sector	Desirable	
Direct experience of working within the community and of interacting with other agencies in order to solve problems and disputes effectively.	Desirable	
Skills		
Welsh Language	Desirable	
Good written and Oral skills, good organisational skills and diary management / time keeping awareness.	Essential	
Hold good organisational skills and diary management / time keeping awareness.	Essential	
Experience of Multi agency working implementing care and support plans in the community, including managing risk for self and others.		
Undertake any relevant training as part of the role	Essential	
Flintshire County Council Core Behavioral Competencies	Essential	How this will be assessed?
Customer First: Understand our customers (internal and external) and deliver high quality services to meet and exceed their expectation.	Essential	Application/Interview
Working Smarter: Being clear about what you are expected to deliver in your job and have the skills, motivation, enthusiasm and commitment to work effectively.	Essential	Application/Interview
Working Together/Partnership: Building and maintaining positive relationships in order to deliver better services for our customers and employees.	Essential	Application/Interview
Communication: Ensuring we understand each other, respect each other express and share ideas and information clearly.	Essential	Application/Interview
Change: Adapting to change and introducing better ways of doing things, through generating ideas and seeking out the best way to deliver our service.	Essential	Application/Interview

Leading and Managing: Leads and motivates self and others to continually improve performance.	Essential	Application/Interview
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