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| C:\Users\Ouldh\Desktop\harbour-logo-01 re-size smaller.pngROLE PROFILE | | | | | | |
| Role Title | Substance Misuse Practitioner | | | | **Team** | Community |
| Purpose of the Role | A Substance Misuse Practitioner will help reduce the harm caused by substance misuse to users themselves, their families, affected others and to the wider community. This is achieved by providing services to people that are tailored to suit their individual assessed needs: these should be provided in line with the drug misuse and dependence guidelines. The Substance Misuse Practitioner will work closely with Substance Misuse Specialists, Volunteers, Team Leader and partnership agencies to provide a range of Harm Reduction Services and Treatment Interventions to adults, entering and already engaged in drug treatment, ensuring that the interventions offered are easily accessible, with the aim of maximising opportunities for them to be effective for people using them. | | | | | |
| |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Reports to | Team Leader | Band | 2b | **Salary** | Starting Salary £21,448 | | | | | | | |
| Principal Accountabilities | | Client Service DeliveryAssessmentReceive referrals to carry out assessments and reviews through client consultation working in occasionally distressing/emotional circumstances. Initial contact is generally through one to one meetings with individuals in a community setting.Care Co-ordinationContribute to or manage care programmes appropriate to your role and competence. This will involve working with other professionals within Harbour and The Alliance to maximise client retention, ensure that service provision meets need: these should be met through the role holder effectively:Supporting and motivating clients throughout the course of treatment to achieve their goals.Administering and updating the Recovery Action Plan, Risk Assessments, TOP reviews and the maintenance of client records in the appropriate format sharing information with others as required and appropriate to grade and role.Establishing methods of reviewing client progress and outcomes.Complete time bound activitiesReport provision as and when requiredPhysical Health Needs AddressedIdentify unmet health needs and address these through the treatment plan, ensuring that account is taken of health problems, which could interact with alcohol/drug treatment; this may include directly delivering and being responsible for health care advice including safer injecting at a level appropriate to your grading.Modality providerParticipate in the promotion of the client’s health through providing harm reduction information and advice, brief interventions or group work which may include but is not limited to overdose prevention, alcohol/drug interactions, safer injection, safer sex, nutrition and relapse prevention.ReferralThrough the assessment review adult basic education, vocational training, employment, accommodation and welfare / benefits / income, identify unmet needs and facilitate access to appropriate service providers.Working in PartnershipAdvisorSupport/represent clients in their dealings with other professionals. The role holder will be required to provide substance misuse information to service users and professionals as required.NetworkerEstablish constructive and positive working relationships for the team both within Harbour and with partner agencies and other appropriate organisations and professionals to ensure that people using services can access the best possible care.CommunicatorDeliver sometimes complex, difficult or contentious information both verbally and in writing to clients and other professionals. There may be instances where the role holder will need to use conflict resolution skills to ensure that required outcomes are met.AmbassadorUndertake activities that promote The Harbour Centre as a centre of excellence.Team WorkerActively participate in Line Management and share best practice with colleagues and actively support continuity of service delivery. | | | | |
| Knowledge/Experience/Skills | | | | | | |
| This role will require you to have some experience voluntary or paid in working with people. You will have knowledge about substance misuse issues. You will need to have an interest in addiction and creating solutions to address issues within the complex lives you work with. You will have an open mind and understanding about the effects of trauma. You will be compassionate and empathetic to people using services, their behaviour and life styles.  You will be:   * Contributing to the Low Intensity Clinics or to Pre Treatment engagement and motivation to enter drug and alcohol treatment * Delivering Crisis Management Interventions * Delivering Recovery Support * Offering goal orientated interventions which are Specific Measurable Achievable Realistic Time bound * Carrying out Referral Triage * Solution Focussed Interventions * Brief Interventions and Harm Reduction Advice * Duty * Safer Injecting and Needle Exchange * Blood Bourne Viruses dry blood spot testing * Supporting Group work | | | | | | |
| 1. **Behavioural Competencies:** Role Profiles describe the part people play in an organisation through the work that they do. The role profile focuses on the outcomes and behaviour of the individual. The Agency uses a standard set of behavioural competencies, each has either 4 or 5 levels of competence. The Behavioural Competency Dictionary is available to view on the agency’s shared drive. | | | | | | |
| Behavioural Competency | | | **Level** | **Statement (or example for this post)** | | |
| Achievement | | | 2 | Understands and works towards goals set by others. Seeks to understand reasons for obstacles and to find ways to overcome. | | |
| Analytical Thinking | | | 1 | Breaks down work into manageable tasks, can look at data and identify issues | | |
| Client Focused | | | 2 | To keep the client at the heart of all practice and demonstrate good interactions with them | | |
| Initiative | | | 1 | Recognises and acts on present issues, offering ideas to address current situations or issues. Is able to work independently and complete assignments without constant supervision. | | |
| Flexibility | | | 2 | Demonstrates willingness to change ideas or perceptions based on new information or contrary evidence. Is open to new ideas and listens to other people’s points of view. | | |
| Holding People  Accountable | | | 1 | Accepts accountability for own actions and performance. Sets limits for others’ behaviour. Does not bully or harass and does not tolerate inappropriate behaviour in others | | |
| Values and Ethics | | | 1 | Treats others fairly and with respect, is able to identify ethical dilemmas and conflict of interest situations and take action to avoid and prevent them. | | |
| Professional  Confidence | | | 1 | Presents him or herself in a confident manner and works without needing direct supervision. Says ‘no’ in the face of unreasonable demands. | | |
| Planning and Organising | | | 1 | Is able to identify requirements and use available resources to meet own work objectives in an optimal fashion, monitors own work objectives and the quality of the completed work | | |
| Self-Awareness | | | 1 | Open about how they are feeling at certain times and in particular situations. Recognises how one’s value base has been shaped by one’s ideas, belief systems and opinions. | | |
| Team Working | | | 1 | Willingly co-operates. Is not afraid to seek advice from others. Puts in extra effort when needed to help others. | | |
| I have read and understood the content of this role profile.  SIGNED: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ DATE: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_    **(Post holder)**  **(** | | | | | | |