



Role Profile					
Role Title	Substance Misuse Specialist	Team			
The Role	The role of a Substance Misuse Specialist is to help reduce the harm caused by substance misuse to users themselves, affected others and to the wider community. This is achieved by providing services to the clients that are tailored to suit their individual assessed needs and to promote recovery: these should be provided in line with models of care, the drug misuse and dependence guidelines.				
Reports to	Operations Manager	Band	3A (£27,632 - £31,888)	Starting Salary	£27,632

Responsibilities	Client Care	The role holder will be responsible for completing an assessment of care needs and the development and delivery of suitable care programmes / packages; these will be implemented by the jobholder or by others. It includes giving professional advice to those who are the subject of the care programmes/packages and offering a consultancy service to other professionals.
	Policy & service development	The role holder will be required to contribute to Policy and Service development and observe own duty of care to all health and safety policies and procedures.
	Financial and Physical	The role holder will be responsible for ensuring that all personal expenditure is in line with the organisational finance and resourcing policies and observe their own personal duty of care in relation to equipment and resources used in course of work.
	Staff/HR/Leadership and training	The role-holder will be required to provide advice or demonstrate own activities or workplace routines to new or less experienced employees in own work area. This will include workplace health and safety rules.
	Information Resources	The role holder is responsible for maintaining one or more information systems; the client management system 'HALO' is a significant role responsibility.
	Research and Development	The role holder will be required when requested to undertake surveys or audits, as necessary to their own work and organisational need.
	Freedom to Act	The role holder will be required to interpret and work within organisational and occupational guidelines and practices
	Role Knowledge	Excellent knowledge of Models of Care and other National Treatment frameworks and guidelines along with Specific Specialist level knowledge of Drugs and Alcohol which would be underpinned by a recognised qualification and underlying specialist level knowledge of MI and CBT principles. Evidence of continual professional development in current practice and able to deliver specialist level structured psychosocial interventions.
	Analytical and Judgement skills	The role holder will be required to interpret complex individual needs and identify an appropriate treatment pathway for each client that reflects their individual needs. Judgement will be required with regards to issues such as safeguarding issues children and adults.
	Planning and Organising	The role holder will be required to plan and organise their own day ensuring that clients are assessed and receive treatment in line with organisational policy and individual care plans, there may be a frequent need to change plans due to the unpredictable nature of the client group.
	Communication	Required to interpret complex client needs and overcome barriers to communication, the role holder will need to be proficient at applying motivational interviewing and solution focused interventions techniques and adapting communication styles to suit a variety of audiences. There will be a frequent need to communicate sensitive and contentious information both verbally and in writing to the client and when preparing reports for other statutory authorities.
	Physical skills	The role holder must be able to demonstrate accurate and competent keyboard skills. This post will involve working at multiple Plymouth Alliance locations and travelling around the city as required.
Other	Physical effort	The role largely requires individuals to sit in meeting rooms and move between places of work. Direct exposure to occasional highly distressing or emotional circumstances should be anticipated.
	Mental Effort	The role holder will be required to concentrate occasionally for prolonged periods of time, especially when assessing client needs, data inputting and preparing legal reports.
	Emotional Effort	The role holder must be prepared for periods of distressing and emotional circumstances. The role holder should expect to come into direct contact with such circumstances frequently whilst providing care to a highly marginalised and chaotic client group.
	Working conditions	Occasional exposure to unpleasant working conditions.



Key Activity Area

- Receive referrals to carry out assessment and review
- Deliver structured psychosocial interventions using a recognised, evidence-based model such as MI, CBT or solution focused therapy.
- Develop, action and monitor care programmes
- build working relationships with other professionals including GPs' and Primary Care Teams to maximise client retention
- Support and motivate clients throughout the course of treatment to achieve their goals
- Administer and update the Care Plan, Risk Assessments, TOP reviews and the maintenance of client records in the appropriate format sharing information with others as required and updating data within policy timeframes
- Participate in multi-agency care plans
- Prepare confidential client reports for professionals and other agencies.
- Establish methods of reviewing client progress and outcomes.
- Identify unmet health needs and address these through the care plan, ensuring that account is taken of health problems, which could interact with alcohol/drug treatment
- Directly deliver and be responsible for health care advice including safer injecting at a specialist level.
- Participate in the promotion of the client's health through providing group work which may include but is not limited to Overdose prevention, Alcohol/drug interactions, Safer Injection, Safer Sex, Nutrition and Relapse Prevention.
- Identify other unmet needs of the client and through the care plan review Adult Basic Education, Vocational Training, Employment, Accommodation and Welfare / benefits / income and support networks.
- Support/represent clients in their dealings with other professionals including GPs' Psychiatrists and partner agencies.
- Provide specialist level substance misuse advice to service users and professionals as required.
- Establish constructive and positive working relationships for the team both within Harbour and with partner agencies and other appropriate organisations and professionals to ensure that clients can access the best possible care.
- Undertake activities that promote Harbour as a centre of excellence, this may include delivering training packages, attending community events and leading trials
- Exchange needles and other injecting paraphernalia and provide safer injecting advice at a specialist level.
- Attend meetings appropriate to the post
- Maintain health and safety standards
- Test for substances
- Actively take part in supervision
- Actively participate in Line Management and share best practice with colleagues and actively support continuity of service delivery.