



Role Profile

Job Title	Addiction & Recovery Practitioner
Department	Residential Services – Tier 4
Base Location	Parkland Place, Colwyn Bay
Hours of Working	37.5 hrs. per week over 7 days
Salary Banding	£22,502 per annum

Accountable To	Director of Residential Services
Reports To	Registered Manager (and/or Deputy) Parkland Place
Line Management Responsibility	N/A

Context to and purpose of the job:

Parkland Place is one of the UK's leading private residential rehabilitation centres providing a diverse range of residential rehabilitation services including clinical and therapeutic addictions treatment programmes. Our multi-disciplinary teams take great pride in delivering personalised treatment programmes to our guests and have established an excellent reputation for providing the highest standards of care.

This role reports directly to the Registered Manager (and/or deputy) and takes direction from the Lead Addictions Practitioner and is accountable for the care planning and implementation of a range of treatments. These include therapeutic and specialist interventions to adults with addiction issues and experiencing life challenges within a residential setting. Managing a varied caseload and to deliver a structured psychosocial programme of interventions including 1:2:1 and group work.

Main Duties and Responsibilities

Organise and manage own caseload, working as an autonomous practitioner within a multi-disciplinary team

Plan and implement specialist therapeutic assessments and care packages to meet the therapeutic needs of clients and to provide high quality treatments for psychological, physical, and social issues related to a range of addictions. This will include using a range of evidence based therapeutic interventions including CBT, ACT to enable change and progress treatment through to recovery as part of a trauma informed approach to treatment.

Provide both 1-2-1 intervention and group work to encompass:

- Relapse prevention
- Health promotion
- Behavioral interventions

Anxiety/stress management
Coping facilities
Brief interventions
Harm Reduction

Deliver services aligned with minimum care standards, meeting regulatory requirements of the Care Inspectorate Wales (CIW)

Maximise retention and occupancy at a level that meet or exceed targets set by CAIS and results in successful outcomes.

As part of the assessment and care planning, consult with health professionals regarding any identified mental and physical health needs including access to BBV (blood borne virus) screening, vaccinations for Hepatitis A and B and sexual health screening

Use clinical & therapeutic judgement to elicit and analyse assessment to ensure that the care plan and interventions provided are appropriate for guests. To work in partnership with other agencies to reduce the impact of any risk to clients and their families

Plan, implement and review care and evidenced based interventions following assessment within agreed criteria, policies, and procedures in partnership with the client

Actively and assertively engage those clients who display low levels of motivation to change using a range of innovative methods and therapeutic approaches to encourage engagement

Take a lead role in the provision and facilitation of specific targeted developments to enhance the service delivered to clients and their families including group work to aid recovery

Proactively engage with local communities, external agencies, and professionals to identify and build recovery resources and opportunities for individual and service development within local and wider area

Understand and embrace restorative practice and to adopt a strengths-based approach to work with children, families, and communities

Assess risk and safeguarding issues, reporting any concerns to the CAIS Safeguarding Officer. To initiate safeguarding referrals and to undertake the role of lead professional. As and when required.

Keep up to date with regards to professional knowledge of substance abuse research and practice, government initiatives and legislation that affect the client group

Recognise standards and guidance with law and relevant national and local policies, standards, and guidance

Collect, collate, and analyse data in a timely way to inform evaluation, performance, and planning

Prepare, write, and record assessments, case notes, contacts, and written reports accurately and promptly in accordance with departmental and national protocol and guidance

Keep client data up to date and accurate and to ensure that client data is kept secure at all times

Demonstrate high level skills in observation, recording and analysis, including report writing

Observe, be thorough, and meticulous reporting any concerns to welfare/ health & safety to senior staff

members

Actively participate in supervision, mentoring, professional development, and team meetings

Comply with CAIS continuous professional development policy undertaking necessary professional development training as instructed

Support the Residential Manager and the Deputy Manager in the day-to-day operations of the unit in relation to Hospitality, to include assisting with domestic duties such as housekeeping and meal serving when required.

Undertake any other duties as reasonably requested by line manager(s) commensurate with the role salary and scope of responsibility.

General:

Understand, uphold, and work with the values ethos, aims and objectives of CAIS

Work flexibly to maintain the most appropriate level of service provision, considering the changing dynamics of the service user group

The successful candidate will be able to demonstrate a range of skills and knowledge applicable to the problems and issues presented by this client group.

Undertake such other duties as reasonably requested by the Residential Manager & the Deputy Manager

Professional:

Attend specialist training to develop expertise and to continue professional development

Participate in the development, evaluation and amendment of the practice and protocols of the projects worked within

Make regular use of supervision provided by CAIS

Participate in the CAIS continuous learning, development, and appraisal process

Maintain professional accreditation as appropriate to role

Attend training provided, organized, or arranged by CAIS

Operate within and observe CAIS policies and procedures as amended and updated

This Role Profile provides a framework in which duties may be carried out; however, it may be necessary to make alterations and adjustments from time to time to meet the needs of the service.

Person Specification for Addiction & Recovery Practitioner

	<u>Essential</u>	<u>Desirable</u>	<u>Method of Assessment</u>
Qualifications:	<p>NVQ level 3 in Health and Social Care or equivalent</p> <p>Evidence of commitment to continuous professional development; able to demonstrate up to date, professional training, and knowledge within field of substance abuse and addictions</p>	<p>Educated to Degree Level in related subject and /or Related Experience.</p> <p>3 years' experience in a Health & Social Care or Residential Setting</p>	
Experience of:	<p>Facilitating groups and using evidence-based programmes to work with clients to achieve positive change</p> <p>Working with complex service users with addiction or substance related issues</p> <p>Working with vulnerable clients</p> <p>Managing a caseload of complex clients with substance abuse or addiction issues</p> <p>Ability to work towards and achieve set targets, objectives, and outcomes</p>	<p>Working in a residential or private therapeutic setting</p>	
Skills:	<p>Ability to build positive relationships with clients and their families to support effective change</p> <p>Demonstrate empathy, resilience, and persistence in working clients in challenging circumstances</p> <p>Knowledge of risk and protective factors and ability to use these to inform assessments, care plans and evidence-based interventions</p>	<p>Coaching and Mentoring</p> <p>Welsh language</p> <p>Comprehensive understanding of issues relating to how families are affected by addiction, principles of harm reduction and recovery</p> <p>Ability to reflect on and develop own practice and to contribute to reflective practice in the development of group and individual supervision. Ability to assist</p>	

	<p>Knowledge of evidence-based drug and alcohol treatment interventions and able to demonstrate through work experience</p> <p>Able to take lead practitioner role in an effective way using skills in restorative practice</p> <p>Knowledge of current government initiatives and legislation that effect this sector and client group</p> <p>Ability to prioritise complex work demands and manage information data systems to ensure compliance with national and local targets</p> <p>Demonstrate high level skills in observation, recording and analysis, including report writing</p> <p>Networking and multi-agency working skills</p>	<p>and support others in the reflection and development of practice</p>	
<p>Knowledge:</p>	<p>Competence with MS Office: Word and Outlook</p> <p>CBT/ACT/MCT Therapies</p> <p>Understanding of current substance/abuse and addiction issues</p> <p>Knowledge of aftercare services</p> <p>Knowledge of group work and one to one interventions including a range of current models of evidence-based service delivery</p> <p>Risk assessment skills; competent carrying out high risk client risk assessments and</p>		

	<p>reviewing regularly</p> <p>In depth understanding of policies and procedures relating to the management of clients with addiction issues</p>		
Personal Qualities:	<p>Approachable</p> <p>Understanding and empathic</p> <p>Non- judgmental</p> <p>Commitment to continuous professional development- willing to undertake appropriate training as and when required</p> <p>Takes a calm and measured approach when dealing with complex clients and their issues</p> <p>Good verbal and written communication skills--Able to communicate with individuals of all ages and from diverse backgrounds.</p> <p>Flexible and able to work to a set rota to include weekends and antisocial hours, and to cover leave/sickness</p> <p>Able to be discreet and comply with strict confidentiality policy</p>		
Other Relevant Requirements:	<p>Full driving licence and access to a vehicle</p> <p>Subject to satisfactory enhanced DBS check (adults barred only) clearance</p>		

Reviewed by: Leon Marsh – Director of Residential Services

Date: 18th December 2020