



# ADFERIAD RECOVERY

Bodloni anghenion pobl sy'n agored i niwed sy'n wynebu heriau bywyd cymhleth  
Meeting the needs of vulnerable people facing complex life challenges



## JOB DESCRIPTION

### **Flintshire Young People's Drug & Alcohol Team (Flintshire Sorted) - Education Practitioner**

<b>Hours:</b>	37.5 hours per week
<b>Salary:</b>	£22,279.23 pa
<b>Holidays:</b>	25 days per year plus 8 public holidays (pro rata)
<b>Period of Notice:</b>	1 week during probation; 4 weeks thereafter
<b>Probationary Period:</b>	6 Months
<b>Based at:</b>	Flintshire Sorted Office, County Hall, Mold
<b>Responsible to:</b>	Flintshire Sorted Team Manager

#### **Job Purpose:**

Flintshire Sorted provide a comprehensive service to young people up to the age of 22 years across Flintshire including universal, targeted and specialist services. This post holder will provide universal education and prevention services within schools and the community as well as targeted services to support young people identified as being at increased risk of misusing substances. In addition, the post holder will provide support for those who are experiencing co-occurring issues relating to emotional/mental health and substance use.



# ADFERIAD RECOVERY

Bodloni anghenion pobl sy'n agored i niwed sy'n wynebu heriau bywyd cymhleth  
Meeting the needs of vulnerable people facing complex life challenges



## Main Duties and Responsibilities:

### Client Work

- To work in partnership with key stakeholders to plan and deliver universal and prevention services within schools and community, in a variety of delivery methods such as school-based drop-in sessions, PSE sessions, peer education and health and community days.
- To plan, develop and deliver tailored packages of support for targeted groups of young people in school and community settings.
- To undertake specific young people's screening assessments re substance use and related issues and formulate relevant intervention plans.
- To signpost and refer onto relevant services those young people who require support in addition to that being offered by the Sorted Education Practitioner.
- To support health promotion initiatives in relation to drug and alcohol use.
- To establish, maintain and then disengage from relationships with the client group.
- To work with young persons in a time and task specific manner on a variety of issues likely to impact on their well-being and substance use, including their housing, peer and family relationships, current employment, training, and education status.
- To provide a range of interventions including education, harm reduction, motivational interviewing, relapse prevention, reduction strategies and exit strategies as appropriate.
- To provide a range of drug and alcohol support services including targeted group work to vulnerable young people involved with the Youth Justice Service.
- To work in partnership with Police, Youth Service and Youth Justice Service to plan and deliver drug and alcohol community support.
- To work in partnership with Flintshire Sorted colleagues to maintain a seamless, continuous, and effective service.



# ADFERIAD RECOVERY

Bodloni anghenion pobl sy'n agored i niwed sy'n wynebu heriau bywyd cymhleth  
Meeting the needs of vulnerable people facing complex life challenges



- To provide specialist support, consultation and training for colleagues and other professionals.
- To provide specialist consultation, advice, and support to parents.
- To provide statistical information as required.
- To provide a smooth through care to adult services as appropriate.
- To assist in the ongoing promotion and development of the Flintshire Sorted in the local area.
- To ensure the health and safety of yourself and others who may be affected by the work.
- To provide a service that accounts for the assessment of risk.
- To work with relevant agencies in developing and delivering Drugs Awareness / Prevention programmes for young people.
- To develop learning opportunities for young people not in mainstream education in places such as Pupil Referral Units and colleges.
- To raise awareness within the target group of the risks of becoming involved in substance misuse.
- To positively work with and support young people at risk of drug and alcohol misuse.
- To work as part of a team in contacting hard to reach and young people with challenging behaviour in a variety of settings.



# ADFERIAD RECOVERY

Bodloni anghenion pobl sy'n agored i niwed sy'n wynebu heriau bywyd cymhleth  
Meeting the needs of vulnerable people facing complex life challenges



## General:

### **Administration**

- To work within the Flintshire County Council / Flintshire Sorted/ Adferiad Recovery policy framework especially in relation to the Child Protection procedures, Curriculum Development, Equal Opportunities, Financial Regulations, Health & Safety and Staff Development Policy.
- To ensure that the Flintshire County Council Drug and Alcohol Policy and detached/outreach/mobile guidelines documents are adhered to.
- To maintain regular contact with Adferiad, in particular the Assistant Director.
- To maintain up to date records of current client work, case notes including electronically.
- To follow appropriate procedures when making referrals to other services and agencies.
- Prepare/contribute to the preparation of individual client and service reports.
- To attend Adferiad meetings as identified by managers.
- To attend informal and formal review meetings as identified
- To participate in delivery of drug and alcohol awareness/training sessions, where appropriate, to specifically identified groups of either clients or workers/professionals.
- To attend and actively participate in regular supervision sessions with the designated line manager.
- To contribute to monthly reports which record and evaluate work to a required standard relating to all aspects of the post.
- To undertake additional duties / responsibilities commensurate with the grading of the post to reflect the development of work with young people across Flintshire.



# ADFERIAD RECOVERY

Bodloni anghenion pobl sy'n agored i niwed sy'n wynebu heriau bywyd cymhleth  
Meeting the needs of vulnerable people facing complex life challenges



- To undertake agreed training to support the above work and to enhance professional development.
- To undertake work outside of normal working office hours and over weekends as required.

## **Professional:**

- To participate in the Adferiad continuous learning, development, and appraisal process
- To maintain professional accreditation as appropriate to role
- To attend training provided, organised, or arranged by Adferiad as required
- To participate in the development, evaluation and amendment of the practice and protocols of Flintshire Sorted.
- To engage in the supervision process within Flintshire Sorted and additional clinical supervision provided by Adferiad Recovery when required.
- To operate within and observe Adferiad Recovery procedures and policies as amended and updated.
- Where staff are seconded to other teams/agencies there may be a requirement to observe and conform to local policies and procedures as defined by contractual agreements
- To operate within national professional guidelines as appropriate.



# ADFERIAD RECOVERY

Bodloni anghenion pobl sy'n agored i niwed sy'n wynebu heriau bywyd cymhleth

Meeting the needs of vulnerable people facing complex life challenges



	<u>Essential</u>	<u>Desirable</u>	<u>Method of Assessment</u>
<b>Qualifications:</b>	<ul style="list-style-type: none"> <li>• Qualification in Nursing, Social Work, Education, Youth Work or in another related area.</li> <li>• Educated to degree level.</li> <li>• Evidence of professional development in ACEs and trauma informed practice.</li> <li>• Evidence of professional development within the field of co-occurring emotional health and substance related issues.</li> </ul>	<ul style="list-style-type: none"> <li>• Qualification in a therapeutic field such as counselling, CBT etc.</li> <li>• Qualification in child development.</li> <li>• Qualification in health promotion.</li> <li>• Evidence of professional development in therapeutic related field- i.e., Counselling, CBT, DBT, SFBT, art therapy for example.</li> </ul>	Application / Interview
<b>Experience:</b>	<ul style="list-style-type: none"> <li>• Experience of working with vulnerable client groups including young people and young adults who present with complex issues.</li> <li>• Experience of working in a trauma informed way.</li> <li>• Experience of planning and delivering evidence-based programmes of group interventions.</li> <li>• Experience of working with people who have problems due to their misuse of substances.</li> <li>• Experience of working with young people who are involved with the Youth Justice Service.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of pastoral support or teaching support.</li> <li>• Experience of working with young adults.</li> </ul>	Application / Interview



# ADFERIAD RECOVERY

Bodloni anghenion pobl sy'n agored i niwed sy'n wynebu heriau bywyd cymhleth  
Meeting the needs of vulnerable people facing complex life challenges



	• <b>Essential</b>	<b>Desirable</b>
<b>Experience:</b>	<ul style="list-style-type: none"> <li>• Experience of completing court ordered statutory assessments and interventions in relation to substance misuse.</li> <li>• Experience of working with families.</li> <li>• Experience of working within a multi-disciplinary team.</li> <li>• Experience of delivering training.</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
<b>Skills:</b>	<ul style="list-style-type: none"> <li>• Effective communication skills.</li> <li>• Competent computer/IT/word processing skills.</li> <li>• Ability to work collaboratively with partner agencies.</li> <li>• Time management skills.</li> <li>• Effective organisational skills.</li> <li>• Ability to work well under pressure.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to speak Welsh.</li> <li>• Counselling skills.</li> <li>• Ability to support and advise other professionals.</li> </ul>
<b>Knowledge:</b>	<ul style="list-style-type: none"> <li>• Knowledge of substance misuse issues relating to young people.</li> <li>• Knowledge of Child Protection issues and procedures.</li> <li>• Knowledge of current drug and alcohol education issues.</li> <li>• Knowledge of co-occurring issues relating to mental health and substance use in young people and young adults.</li> </ul>	



# ADFERIAD RECOVERY

Bodloni anghenion pobl sy'n agored i niwed sy'n wynebu heriau bywyd cymhleth

Meeting the needs of vulnerable people facing complex life challenges



	<u>Essential</u>	<u>Desirable</u>	<u>Method of Assessment</u>
<b>Personal Qualities:</b>	<ul style="list-style-type: none"> <li>Professional approach.</li> <li>Ability to relate to young people and their families.</li> <li>Willingness to learn Welsh.</li> </ul>		Interview
<b>Other Relevant Requirements:</b>	<ul style="list-style-type: none"> <li>Full driving license.</li> <li>Access to a car.</li> <li>Flexibility in approach to work.</li> </ul>		Application / Interview