

Young Persons Project Worker

Title	Young Persons Project Worker
Directorate	Operations (Scotland)
Reports to	Team Leader
Responsible for	N/A
Key relationships	Internal: Recovery Workers, Young Persons Project Workers, Project Administrators, Data Administrators, Team Leaders External: Service Users

Job summary

- To provide community based support, information, training, education and guidance to young people in relation to substance misuse and **area of specialism**, as appropriate.
- To improve access to appropriate services for young service users with substance misuse issues.
- To communicate Addactions’s vision and deliver its mission, corporate strategy and business plans.

Main responsibilities / duties

Delivery

- Deliver continuity of care through effective partnership working, care co-ordination and key work responsibilities
- Establish and maintain relationships with young people to provide support and enable the young person to explore their values, self identify, being and self respect while they are engaged in service.
- Support the day to day operation of services through the delivery of appropriate evidence based treatment interventions.
- Manage an active caseload offering structured psychosocial interventions such as Motivational Interviewing, Brief Intervention, Solution Focused Therapy, Cognitive Behavioural Techniques, ITEP and harm minimisation strategies to young persons, depending on their need and in compliance with Addaction’s engagement guidelines.
- Assist in the delivery of an integrated service through the provision of assessment,

recovery planning, appropriate referral, support and interventions (e.g. psychosocial, pharmacotherapy, harm reduction).

- Assess service users, carrying out triage and full assessment as requires and making appropriate onward referrals to special to specialist agencies.
- Devise, monitor and review recovery care plans within and between services to ensure service user's needs are met.
- Assess risk and ensure a safe and appropriate environment for all through the prevention and management of abusive and aggressive behaviours.
- Develop and disseminate substance misuse information and advice and health & social well being in both group and one to one settings.
- Screening for substance use and taking appropriate follow up actions.
- Support colleagues, volunteers and sessional workers providing advice and guidance, as appropriate, ensuring care standards are maintained and service users receive the most appropriate care.

Information Governance

- Record and maintain service user statistics/data/case notes using the electronic service user management systems in accordance with Addaction policy.
- Work with colleagues in the Quality Assurance and the Knowledge Management teams to ensure the best practice is shared and knowledge and management information is available to the teams and the wider organisation to ensure services meet requires standards, are evidence-based and demonstrate impact in terms of a recovery orientation.

Service User Engagement

- Champion of designated specialism (e.g. Young People Services, Criminal Justice, Hospital Liaison).
- Interaction with groups or individuals about their recovery using recognised methods and models.
- Act as champion of Young Addaction and local partnerships at all times internally and externally, modelling appropriate behaviours.
- Engage with staff, service users and carers using personal visibility and accessibility.
- Develop and/or build strong and positive relationships with key stakeholders to ensure continuity of service.

General responsibilities

- **Confidentiality:** Ensure confidentiality at all times, only releasing confidential or personalised information externally with consent from a line manager.
- **Data Protection Act:** Comply with the requirements of the Data Protection Act and

amendments to ensure integrity and security of our information.

- **Safeguarding:** Provide leadership in ensuring statutory and organisational responsibilities are met in respect of safeguarding Children & vulnerable adults.
- **Conflict of interest:** Declare any involvement either directly or indirectly with any firm, company or organisation that has a contract with Addaction.
- **Equal Opportunities and Diversity:** Ensure that all service users, partners, carers, and colleagues in Addaction and partner organisations are treated as individuals within Addaction's Diversity and Equality framework.
- **Health and Safety:** Comply at all times with the requirements of the Health and Safety regulations and Addaction's Health and Safety Policy and Procedures.
- **Quality Assurance:** Comply with the Care Inspectorate, Scottish Social Services Council (SSSC) and relevant agency standards at all times.
- **Any other duties:** Undertake any other duties that are reasonable and are commensurate with the role.
- **Self-development:** Ensure you take responsibility for development and keep learning in your role.

Personal specification

	Essential criteria	Desirable criteria
Education / qualifications	<p>Evidence of continuous professional development</p> <p>SVQ level 3 in Social Services & Healthcare or equivalent</p> <p>For applicable services - registered with the Scottish Social Services Council (SSSC) or meets the requirements for registration</p>	
Experience and abilities	<p>Demonstrable experience of working in the health, social care, criminal justice or other specialist setting</p> <p>Successful track record of working with substance misuse service users</p> <p>Knowledge and understanding of health and safety, including assessing high-risk situations for service users</p> <p>Proven experience of engaging hard to reach and often resistant service users</p> <p>Ability to promote recovery and treatment in the local community to grow service users engaging with Addaction</p> <p>Ability to build effective relationships with a range of internal and external stakeholders</p> <p>Ability to work effectively as a team player</p> <p>Resilient; ability to prioritise and work under pressure</p> <p>Good written and oral communication skills:</p> <p>IT skills, including Word, Outlook, Excel, PowerPoint and digital media</p> <p>Organised and excellent time management skills</p> <p>Knowledge and understanding of:</p>	

	<ul style="list-style-type: none"> - Group Working - Assessment, care planning and key working - Issues affecting substance misusers - Rehabilitation - Solution focused Brief Therapy and/or motivational interviewing 	
<p>Personal circumstances</p>	<p>Flexibility with working times</p> <p>Able to visit other locations from time to time in order to deliver the services required</p> <p>Ability to work flexible and unsocial hours as required</p> <p>Commitment to Addaction’s Guiding Principles and Behaviours</p>	