

PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)



VETERANS SUBSTANCE MISUSE PRACTITIONER DETAILS

Department: Community Team, Highlands

Location: As per contract

Band: 5

Status: As per contract

Hours: 37.5 hrs/week

Reporting to: Community Manager

FACTOR	ESSENTIAL	DESIRABLE
Qualifications & Experience	<ul style="list-style-type: none">Registered with SSSC or a willingness to complete a qualification in Social Service and Health Care recognised by the SSSC for registration purposes and if not already registered, to register with the SSSC within the timescale required, where relevant.Evidence of personal and professional development.	<ul style="list-style-type: none">Qualification in an area of addictionsExperience in service developmentExperience in treatment of veterans
Previous Experience	<ul style="list-style-type: none">Experience as a practitioner within substance misuse or mental health servicesCommunity experienceExperience of the development and implementation of treatment plans and evaluation of client careExperience of risk assessment and risk managementDemonstrate an understanding of Health Promotion and Harm Reduction.Demonstrated experience in community adult addiction and/or mental health services.	<ul style="list-style-type: none">Experience of clinical auditExperience in running groupsExperience of outcome measurementExperience of using audit tools and mental health

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<p>Skills & Knowledge Range and level of skills</p>	<ul style="list-style-type: none"> • Ability to work autonomously as well as within a team environment • A good understanding of case management particularly in the context of the treatment of alcohol misuse. • Knowledge and application of Adult support and Protection policies • Knowledge and understanding of clinical governance • Ability to work with partners and other stakeholders in health and community settings • Delivering assessment and interventions for adults with alcohol and other substance misuse disorders • Effective motivational interviewing skills and a thorough understanding of the principles underlying this approach. • An understanding of behavioural principles, and the ability to work within these principles to empower people to achieve recovery. • Understanding of the reflective learning process and a clear commitment to improve service delivery through active participation in reflective practice and clinical supervision 	<ul style="list-style-type: none"> • A sound understanding of treatment issues around alcohol misuse and veterans including those veterans with mental health problems. • An understanding of the assessment and treatment of PTSD in veterans • Understands and articulates where additional knowledge and skills can be attained particularly with regard alcohol misuse and veterans • Recognises points for improvement and uses supervision and knowledge sources to solve clinical challenges
<p>Personal Attributes The personal qualities required e.g. exercising initiative, organising, problem solving</p>	<ul style="list-style-type: none"> • Able to manage challenging behaviour • Takes the initiative and is flexible in their practice • Strong interpersonal skills with all internal and external stakeholders • Motivated to maintaining high standards of clinical care • Excellent communication skills • Ability to work autonomously at times 	
<p>Other Requirements</p>	<ul style="list-style-type: none"> • Clean driving licence 	

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