**JOB DESCRIPTION – Youth Navigators x 4 – The GIVIT**

**Organisation: Regen:fx Youth Trust**

**Location: Cambuslang/Rutherglen/Hamilton/EK/Clydesdale**

**Hours: 35hrs (including evenings and weekends)**

**Salary: £24,179 - £26,150** (depending on experience)

**Term: 2yrs (potential further 2 years)**

**Posted: 8th Dec 2022**

|  |
| --- |
| **GENERAL** |
| **Role** | **Youth Navigator – The GIVIT**  |
| **Purpose** | The Youth Navigators are the key workers for the new young persons intensive support outreach service called **The GIVIT**. They will support young people (13 – 25yrs) affected by alcohol and drug misuse. They will use a flexible outreach and wrap-around support approach with all participants.Navigators will offer practical and emotional support helping young people identify and overcome barriers which prevent them from achieving their goals. Our Navigators should primarily have a youth focussed background, with an excellent understanding of alcohol & drug issues to support their practice.Navigators will build relationship-based support, hold a caseload of their own, provide face to face support and assist with therapeutic group interventions. Working alongside participants, the Navigator will develop a Personal Recovery Support Plan and risk assessment for each individual that will ensure a clear pathway to the young person’s chosen treatment/recovery initiatives. As part of a multi-disciplinary team the Navigator will have the knowledge and connections to present a wider range of positive opportunities for young people  |
| **Reporting to** | **Youth Recovery Co-ordinator** |
| **Liaising with** | Senior Management Team, Project Manager, Youth Recovery Coordinator, partners, wider staff team, volunteers, sessional workers, young people, and external bodies. |

|  |
| --- |
| **KEY AIMS AND RESPONSIBILITIES** |
| **Key Aims**  | * Assertive Outreach to establish connections with young people affected by substance misuse at multiple locations.
* Making every contact count through motivational interviewing, mapping harm reduction, relapse prevention, brief advice and intervention.
* Assisting young people to access medical assisted treatments where appropriate.
* Assess individual needs, identify goals, prepare a support package and review the programme and outcomes on a regular basis.
* Complete comprehensive assessments, risk assessment and Recovery Care Plans with participants to ensure personalised and recovery-focused treatment journeys
* Promote recovery in daily practice in both group and one-to-one settings for young people accessing the service
* Enable participants to access education, employment services, health & wellbeing and recovery support activities signpost and supporting to other appropriate services.
* Empower individuals and enable them to help themselves through informed choice and decision making.
* Connect with the wider Regenfx Youth Work Staff team to provide diversion and distraction activities for young people.
 |
| **Key** **Responsibilities** | * Support young people affected by alcohol & substance use.
* Build therapeutic relationships and develop a tailor-made package of care for participants recovery journey.
* Manage a caseload for young people, providing all necessary assistance to those individuals requiring a range of support and interventions.
* Provide one to one support, groupwork, harm reduction and brief interventions.
* Develop Personal Support Plans for each individual.
* Be proactive in supporting the development of a visible Youth Recovery Community in South Lanarkshire.
* Participate in weekly case reviews with line manager.
* Encourage uptake of BBV interventions, including providing dry spot testing.
* Take an active role in service design and implementation to establish best practice in substance misuse treatment services.
* Adhere to confidentiality and that consent to share information is a key element to building trusting relationships.
* Attend meetings to advocate for the young people when appropriate.
* Help participants develop their own recovery resources and access peer and mutual recovery groups/communities.
* Work and liaise with other agencies involved in the participant’s broader care plan including health services, hospitals and GP’s.
* Attend regular support meetings with the Youth Recovery Co-ordinator including wider staff team meetings with GIVIT and Regenfx.
* Participate in appropriate external working groups, multi-agency meetings and useful network forums.
* Support existing partnerships and develop new opportunities for collaboration that will strengthen the Youth Recovery Community in South Lanarkshire.
* Ensuring cohesive and collaborative working within wider Regen:fx Projects
* Ensure all deadlines are met, record information accurately and in a timely manner and continue to work calmly under pressure.
* Undertake all relevant monitoring and evaluation as required by the service and submit regular monthly progress reports.
* Maintain records as required by the service.
* Take responsibility for your own health safety and wellbeing as well as those around you.
* Undertake any other tasks as required to fulfil the service delivery.
 |
| **Additional Responsibilities** | * Develop and maintain effective working relationships with wider staff team at Regenfx and those working in external agencies.
* Participate in in-house team events and any identified training.
* Maintain professional and personal development to meet the changing demands of the role.
* Stay up to date with all issues. Policies and best practice guidelines regarding substance misuse and youth work.
* Ensure consultation and participation with young people in all aspects of service delivery.
* Provide advice and information on the service, screening and referral on substance misuse related issues to Tier 1 and Tier 2 services.

  |

|  |
| --- |
| **JOB AND PERSON SPECIFICATION** |
| **Essential knowledge and experience**  | QualificationsQualifications in the related field i.e. SVQ Level 6 in Youth Work and or HNC Social Care/Equivalent Modules, Relevant Substance UseExperience & Knowledge* Excellent understanding of problematic drug & alcohol use and experience of working within a similar field.
* Competent written and verbal communication skills and confident with IT
* Youth Work background or extensive experience in working with young people. .
* Driving licence and access to transport.
 |
| **Desirable skills, knowledge and experience** | * Experience of intense one to one support and groupwork.
* Lived/living experience of addiction.
* Working with high tariff families and young people.
* Knowledge of drug legislations in Scotland.
* Experience of supporting and promoting a specialist service with participants, communities, and partners.
 |
| Personal Qualities | * Passion for working with young people, particularly with addictions
* Ability to communicate complex information to individuals and groups in a way that is easily understood
* Holistic and therapeutic approach to working
* Ability to communicate at all levels effectively.
* Good observational and analytical skills.
* Ability to motivate and enthuse others.
* Personal commitment to making activities equally accessible and appropriate to the diverse needs of young people.
* Approachable and non-judgemental.
* Ability to work under pressure.
* Ability to work autonomously and as part of a team.
* Ability to work flexibly and proactively.
* Sound IT skills including social media.
 |
| Training and Development  | * Willingness to undertake training as required.
* Outcome star and further specialist training to enhance job role
 |