

## **Job Description**

<b>DIRECTORATE:</b>	Education & Family Support
<b>DEPARTMENT:</b>	Edge of Care Services
<b>POST:</b>	Social Worker 1 & 3 – Substance Misuse
<b>GRADE OF POST:</b>	GR10 – Social Worker 1 GR12 – Social Worker 3
<b>RESPONSIBLE TO:</b>	Consultant Social Worker – Edge of Care Services.

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### **JOB PURPOSE:**

To work with children and young people, offering a trauma informed approach to practice, addressing the issues that may have led to the substance misuse and/or the exploitation they may be experiencing intrinsically linked with their substance use issues.

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### **PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:**

- To support the Consultant Social Worker in Edge of Care Services by contributing to service delivery, practice standards and developing the IFSS team to meet the needs of the families requiring support.
- To offer a bespoke trauma informed intervention to children and young people who are involved extensively in substance misuse.
- Ensure an evidence base is applied to practice, through assessment of a person's needs and intervention delivery.
- To lead and facilitate multi-disciplinary working and develop effective networks between partner agencies.
- To work with families with involving children who are using substances and maybe at risk of entering the care system and/or at risk of exploitation or involved in criminality as a result of their substance misuse.
- Maintain accurate, up to date, and relevant case recordings and other records as specified in departmental guidance and procedures.
- Prepare and present reports and records to a high standard within agreed timescales.

### **Grade 12 – As above plus:**

- Provide specialist advice, consultation and mentoring to Family Support staff and social work students

- Working with families with highly complex, high-risk situations involving children who are using substances and maybe at risk of entering the care system and/or at risk of exploitation or involved in criminality as a result of their substance misuse. Provide a strong response to identified needs and concerns
- To chair and participate in multi-agency meetings as required, working to formulate a planned response to safeguard children who may be at risk of exploitation as a result of their substance misuse.

## **GENERAL DUTIES**

### **Health and Safety**

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#)

### **Equal Opportunities**

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

### **Safeguarding**

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding Team or Children's IAA Service within MASH.

### **Review and Right to Vary**

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

### **Criminal Records Check**

This post requires a criminal records check through the Disclosure & Barring Service (DBS).

**Person Specification**  
**Senior Practitioner – Substance Misuse**

The following attributes represent the range of skills, abilities and experiences etc. relevant to this position. Applicants are expected to meet the attributes that have been identified as essential.

Attributes	Requirements	Essential	Method of Evaluation/ Testing
<b>Qualifications, Education &amp; Training</b>	<ul style="list-style-type: none"> <li>• Social Work degree or other Social Work qualification recognised by Social Care Wales.</li> <li>• Registration with Social Care Wales.</li> <li>• PQ – Consolidation Programme if qualified after April 2016.</li> <li>• 2 years post qualifying experience.</li> </ul>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>For SW3 only.</p>	<p>Production of original Qualification Certificates and application form.</p>
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working with vulnerable young people who misuse substances.</li> <li>• Experience of working as a practitioner with children and families in a social care setting.</li> <li>• A working knowledge and understanding of the legislative and regulatory framework underpinning work with children and their families including child and vulnerable adult protection procedures and practices including the Looked After System.</li> <li>• Knowledge and understanding of a range of evidence-based approaches including systemic practice, social learning theory, attachment and loss, relationship and strength-based interventions.</li> <li>• Knowledge and understanding of exploitation and the multi-agency response required to address CCE/CSE .</li> <li>• Knowledge of current policy, statutory guidance and the Law as it is applied in social care.</li> </ul>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Interview, application form and selection process</p>

<p><b>Knowledge &amp; Experience (ctd.)</b></p>	<ul style="list-style-type: none"> <li>• Experience of building constructive working relationships based on trust and respect within professional boundaries .</li> <li>• Knowledge and understanding of the risks and impact of substance misuse on young people, their families and the community.</li> <li>• Experience of working as a practitioner in a multi-agency setting.</li> <li>• Experience of developing, in partnership with families, bespoke interventions suited to their specific needs.</li> <li>• Experience of caseload management.</li> <li>• Direct experience of complex cases.</li> </ul>	<p>Yes</p> <p>Yes</p> <p>For SW3 only. For SW3 only.</p>	<p>Interview, application form, and selection process.</p>
<p><b>Skills &amp; Personal Qualities</b></p>	<ul style="list-style-type: none"> <li>• A commitment to continued learning and development in applying evidence-based child and family practices.</li> <li>• Able to summarise, analyse and evaluate complex assessment information and use this to support staff to formulate and implement effective interventions .</li> <li>• Able to influence and inspire across professional disciplines using evidence and practice to improve outcomes for parents being supported .</li> <li>• A high level of consultative, interpersonal, communication and negotiation skills including the ability to deal with complex issues in a sensitive and appropriate manner .</li> <li>• Ability to write clear and concise reports.</li> <li>• Able to reflect on your own and your team’s practice and identify and implement continuing opportunities for development.</li> </ul>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>Interview, application form, and selection process.</p>
<p><b>Skills &amp; Personal Qualities (ctd.)</b></p>	<ul style="list-style-type: none"> <li>• Ability to work on own initiative, organise personal workloads and</li> </ul>	<p>Yes</p>	<p>Interview, application form, and selection process</p>

	<p>prioritise work under pressure in order to meet deadlines.</p> <ul style="list-style-type: none"> <li>• Ability to work from strengths-based, anti-discriminatory perspective .</li> <li>• Good IT and organisational skills.</li> <li>• Ability to develop effective multi-agency working relationships/ partnerships.</li> <li>• Ability to deal with emotional distress and challenging behaviour, including aggression.</li> <li>• Good mentoring skills with the ability to support others.</li> <li>• Applicants need to hold a full valid UK driving licence and be willing to use own vehicle on official business journeys .</li> <li>• Ability to make decisions appropriately.</li> <li>• Excellent skills in investigation and assessment.</li> <li>• Capacity to problem solve whilst working under pressure.</li> <li>• The ability to communicate through the medium of Welsh.</li> </ul>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>SW3 only</p> <p>SW3 only</p> <p>SW3 only</p>	
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