

Person Specification

Job Title	Young Persons Substance Misuse Worker
Grade	SO2
Service/Section	Youth Justice Service
Directorate	Children's Services

Method of Assessment: AF= Application Form, T = Test, P = Presentation, I = Interview
Shortlisting Criteria: Essential criteria assessed via application form should be used to shortlist.

Criteria	Method of Assessment	Essential/Desirable
Knowledge		
The successful candidate will exhibit knowledge in how...		
<p>...to gather information, analyse and assess in order to manage risk, substance misuse and safety/wellbeing accurately using appropriate screening and assessment tools; taking necessary measures to ensure welfare needs are dealt with effectively and public protection considerations are effectively managed.</p>	AF/I	E
<p>...to support Young People by incorporating specialist methods such as motivational interviewing, harm minimisation, solution focused and relapse prevention in client work.</p>	AF	E
<p>...to maintain clear, precise and appropriate case management records on IT client information systems, in accordance with local and national standards and in line with the Royal Borough of Greenwich's data protection.</p>	AF	D
Skills and Abilities		
The successful candidate will have qualification or experience that enables them ...		
<p>...to advise, support and mentor substance misuse workers within their respective areas of work, offering additional assistance and guidance in order to improve service provision.</p>	I	D
<p>...to effectively engage with young people from diverse backgrounds at all stages of case management including during assessment, review and delivery of interventions/programmes.</p>	I	D

<p>...to help with quality assurance process including case auditing and signing off cases as and when required.</p> <p>...to represent the service at any relevant multidisciplinary meetings, particularly those that involve mental health or youth justice.</p> <p>...to develop and deliver bespoke training across Children's Services, other Royal Greenwich departments, its partners and across the wider Children's Services system.</p> <p>...to contribute to the development of team/ project/service plans and procedures to ensure these reflect the needs of young people.</p> <p>...to undertake any other work appropriate to the level and general nature of the post's duties, supporting the Team Leader, Special Interventions Group Leader and Head of Youth Justice Service to deliver the service improvement plan.</p>	<p>I</p> <p>I</p> <p>AF/I</p> <p>AF/I</p> <p>P</p>	<p>E</p> <p>D</p> <p>D</p> <p>D</p> <p>D</p>
Experience		
<p>The successful candidate will have experience of ...</p> <p>...working within a multi-disciplinary team, to be responsible for all aspect of case management to support young people with substance misuse needs, including dealing with complex issues that may arise as a result of concurrent issues such as mental health concerns, domestic violence issues within the family or peer relationships, subject to Child Protection Plan/Child in Need, Special Educational Needs and Disability and/or involvement with criminal justice.</p>	<p>AF/I</p>	<p>E</p>
Equal Opportunities		
<p>The successful candidate will exhibit...</p> <p>...understanding of and commitment to the Council's equal opportunities policies and ability to put into practice in the context of this post.</p> <p>...understanding of and commitment to achieving the Council's staff values and ability to put into practice in the context of this post.</p>	<p>AF/I</p> <p>AF/I</p>	<p>E</p> <p>E</p>

Managers/Supervisors only		
(see management standards guidance for full descriptions) <ul style="list-style-type: none">• Leadership levels I, II or III• Communication levels I, II or III• Performance Management levels I, II or III		