

JOB DESCRIPTION

Lead Practitioner Routes Falkirk



JOB PURPOSE

To lead work with young people aged 12-26 in the Falkirk area to co-design programmes of support to reduce the impact of family alcohol and drug issues.

PRINCIPAL ACCOUNTABILITIES

- Work in partnership with the national Routes development programme and young people to co-produce a programme of support to improve the well-being and opportunities of young people impacted by family drug and alcohol use.
- In conjunction with the Service Manager, co-ordinate referrals and assessments.
- Provide a range of interventions, including individual and group work supporting young people to develop coping skills and strategies to reduce the negative impacts of others' substance use, increasing their resilience, self-esteem and confidence helping them to build on their strengths.
- Support colleagues through peer and live support to ensure best practice delivery is met in line with service/programme objectives.
- Maintain and develop positive relationships with external partners and other service providers to enable sign-posting as required.
- Provide advocacy and safe-spaces for young people ensuring that those engaged with the programmes are safeguarded and supported.
- Assist the Service Manager to develop and maintain appropriate monitoring and evaluation systems to help measure programme objectives.
- Assist with the completion of service reports as required.

SCOPE OF PLANNING AND ORGANISATION

The post holder will report to the Service Manager.

The post holder is expected to co-ordinate the casework of the service and deal with the day-to-day issues regarding casework practice in consultation with line managers as

appropriate. The post holder will contribute to overseeing and maintaining case recording and monitoring and evaluating systems.

The post holder will participate in the ongoing development of the service and contributes to practice development across the services offering practice direction to relevant colleagues and contributing to service reviews and evaluation meetings.

The post holder has responsibility for planning their caseload; working together with young people and families to develop programmes of work which respond to the young people's assessed needs and priorities.

The post holder is expected to plan and organise any required expenditure in agreement with the line manager.

SCOPE OF JUDGEMENT AND DECISION MAKING

The post holder assists the service manager to maintain an overview of casework. This post is the senior post in the team in relation to practice guidance and there is a requirement to maintain current knowledge of practice issues and developments.

As lead worker in a multi-agency context, the post holder will maintain an understanding of partner agency policies and procedures, and where they are part of the inter-agency team, adhere to these as required.

As lead worker the post holder will assist the manager to ensure the effective implementation of the integrated service.

As lead worker the post holder contributes to the development and direction of practice and informs practice decisions.

The post holder will be involved in lone working with young people off site. This may be in their home or undertaking tasks in another setting

The post holder helps workers manage risk in decisions regarding suitability of the home for outreach/lone work. This will include taking into account the possible impact on the young people relating to parental drugs or alcohol use, parental mental ill-health, domestic abuse and social isolation.

The post holder makes a key contribution to setting high standards of intervention for the young people.

KEY RELATIONSHIPS

Internal

- Liaise with colleagues to ensure continuity of assessment, planning, intervention and review of service delivery for individuals and families.
- Liaise with other Aberlour services and Partnership colleagues to communicate information about the various activities within the services to ensure integrated working.

- Participate in working groups in order to contribute to the decision-making process.
- Liaise with staff to manage and prioritise workload.
- All staff are expected to attend team meetings and keep up to date with changes at service and organisational level. This includes accessing work email accounts, Aberlour intranet sites and supporting our marketing & fundraising initiatives and social media channels to help promote Aberlour.

External

- Liaise with external agencies to ensure positive multi agency working.
- Chair and ensure accurate recording of team, community and any other meetings ensuring appropriate dissemination to relevant persons.
- Engage with local group forums etc as identified by line manager to promote the service, influence policy and ensure good communications.
- Provide reports for reviews, courts, hearings, case conferences to Social Workers, Children's, Reporter, Courts, etc.
- Maintain relationships with external associated agencies, Health Visitors, Social Workers, Education Services, Learning Communities, GP's, psychiatrists, community centres etc, in order to support families and address individual and group needs.

QUALIFICATIONS

A relevant professional qualification at SCQF level 7 or above
or

Equivalent knowledge acquired by other means (this will not apply where there are externally specified qualifications for the post e.g. SSSC)

EXPERIENCE

Planning and delivering structured programmes of support for children and young people that promotes their personal development, self-esteem and resilience.

KNOWLEDGE/SKILLS

The post holder requires to be able to demonstrate knowledge of child development, family dynamics and how adult behaviour and lifestyle impacts upon the parenting role. The post holder will also have an understanding of how interventions are expected to benefit young people as well as having an understanding of, and commitment to young people's rights. Examples include:

- Anti-discriminatory practice;
- Effects of trauma, deprivation and environment on young people, particularly related to family substance use;

- Child care law and child protection;
- Human and child development;
- Children's rights and children's responsibilities;
- Social care theory for practice;
- Social policy and its application to social services provision;
- Effects and interventions of problem substance use and its impact on children.

Skills:

- Engage and empathise with young people who have a variety of needs;
- Co-production of activities, programmes and materials;
- Self-motivation and ability to work on own initiative;
- Demonstrate verbal and written communication skills to support the recording and engagement with partners.
- Proficient IT skills with a willingness to adopt and learn new technologies and systems – this includes communication, collaboration, recording and office applications. Training on specific systems will be provided.

Ability to:

- Assess and manage potential risk situations.
- Work jointly with relevant professionals and voluntary agencies.
- Review relevant material and communicate information.
- Work as part of a team and provide a lead to colleagues.
- Form and maintain effective working relationships with other agencies.

JOB CHALLENGES

Balancing the practitioner role with lead practitioner responsibilities.

Dealing with client group's complex needs and offering an individualised service.

Additional Information –

The post holder may undertake driving duties whether in own vehicle, or a vehicle owned by/hired by the service.

The post holder will be required to work occasional evenings and weekends.