



Empowering people experiencing multiple barriers to achieve positive change.

Job Description

Title:	Group Worker
Location:	New Vision Bradford, Bradford/ Airedale - all service site locations.
Responsible to:	Team Leader
Salary Scale:	SCP 15-20 £27,756 - £30,288
Hours of Work:	37.5 hours, nominally Mon, Wed, Thur, Fri – 9:15-5:15 (including 30min unpaid lunch break), Tuesday –9:15-5:15 or 12-8pm (including 30min unpaid lunch break) with flexibility according to service need.

ROLE PURPOSE

New Vision Bradford offers a range of support for people experiencing issues with substances from across Bradford, Keighley, Bingley, Ilkley, Shipley and everywhere in the district.

This role will work as an integral part of the multi-disciplinary team delivering high quality substance misuse treatment provision by supporting service users from point of entry into the service and throughout their treatment/recovery journey.

The post holder will deliver groups to a wide range of individuals, from entry into treatment to aftercare and planning;

- Reducing drug and alcohol related harm to service users and the wider community;
- Promoting carer, service user and community involvement;

- Providing advocacy for access to partnership services;
- Working with service users to support social (re)integration, enabling them to lead meaningful and purposeful lives, promoting recovery, resilience, peer support and self-determination.
- Deliver a range of community-based group work programmes. These are evidenced based programmes and include harm reduction information and triage session, drink down sessions, opiate sessions, and preparation for alcohol detox sessions. There will also be an opportunity to develop group sessions in response to client/service need in addition to established groups programmes.

Key Duties and Responsibilities

- Support the development of service-based recovery communities.
- Develop links with local recovery groups / mutual aid groups.
- Ensure the timely and accurate collection, recording and reporting of specified data.
- Assess suitability for groups in terms of risk and service user needs.
- Carry out risk assessments and risk management.
- Triage assessment and onward referral to a range of treatment/community support agencies.
- Work with prescribing clinicians to support substitute prescribing regimes to improve social functioning where required.
- To be creative and innovative so that the post best meets the needs of the service user, promoting access into treatment, and continued engagement with underrepresented communities.
- Ensure that all aspects of confidentiality are adhered to and that consent to share information is a key element to building trusting therapeutic alliances.
- Help individuals to develop recovery resources and access peer and mutual support groups to develop their own recovery capital.
- Establish, develop and deliver a range of innovative structured recovery groups to promote individual service user progression from engagement, through structured treatment to self-sustained recovery.
- Engage in training through Humankind and other providers on specifically designed group work packages and implement these within the service.
- To be proactive and use information systems and informal discussions with colleagues to identify service users who would be suitable for group work.
- Use a range of medium/high intense structured psychosocial interventions including motivational interviewing, ITEP, CBT-SBNT and MET in a group setting to promote engagement and retention in treatment services, encourage self-esteem, well-being, self-responsibility and enhanced motivation.
- Where necessary carry out triage, strengths based comprehensive assessments and risk assessments, and to contribute to the development and implementation of individual recovery plans.

- To work closely and in partnership with the multi-disciplinary team from across the partnership and externally and provide advice and guidance to managers and other colleagues, through attendance at reviews, team meetings and group supervision and via the telephone.
- Comply with all monitoring and evaluation systems, collect, and monitor information as appropriate and provide reports when required and actively contribute to the Partnership achieving successful outcomes for service users.
- Reduce substance related harm to the individual and wider community.
- To advertise the availability and benefit of group work at team meetings and other forums to generate referrals.
- Contribute to the effective preparation, monitoring and review of individual recovery plans.
- Undertake continuing professional development including participating in supervision, performance reviews and attending training as/when required.
- Work in accordance with all relevant legislation, policies and procedures and guidelines – both internal and external. This includes Humankind’s clinical governance framework and relevant Bridge operational policies and procedures.
- Keep abreast of policy and professional development within your area of professional expertise.
- To promote, adhere to and live our workplace values of being honest, committed, and inventive.

Person Specification	Essential	Desirable
Qualifications	<p>A relevant professional qualification (eg NVQ3 in Health and Social Care, Social Work Degree, RMN, etc) or 2 years full time or equivalent in part time experience of working with people with alcohol and / or drug problems and/ or people with complex and multiple needs within the last 4 years.</p>	<p>Relevant professional qualification e.g. addiction studies, counselling, social work, therapeutic qualification.</p>
Experience	<p>Experience of working in an outcomes-focussed environment.</p> <p>Experience of updating and maintaining records in a timely fashion and working to deadlines for the submission of information, e.g. reports.</p> <p>Experience of liaising and work in partnership with a wide range of professionals and agencies.</p>	<p>Experience of designing and delivery of group work interventions in line with a recognised therapeutic model.</p>

Person Specification	Essential	Desirable
Knowledge and Skills	<p>Excellent understanding of drug and alcohol issues.</p> <p>Has a good working knowledge of adult and child safeguarding.</p> <p>Accomplished written and verbal communication skills and a high degree of personal IT competency.</p> <p>Excellent time management skills, and an ability to work on own initiative, prioritising accordingly.</p> <p>Excellent team working and interpersonal skills, maintaining a highly cooperative approach to supporting colleagues in delivering service objectives.</p> <p>Ability to manage change successfully in a way that prioritises the needs of service users.</p> <p>Ability to communicate complex information to individuals and groups in a way that is easily understood.</p> <p>Effective interpersonal skills with the ability to engage successfully with internal and external stakeholders at all levels.</p>	<p>Good working knowledge of mental health interventions, services and good practice.</p>

Person Specification	Essential	Desirable
	<p>The ability to work collaboratively with others (internally and externally).</p>	
<p>Other attributes</p>	<p>A commitment to multi-agency working and establishing partnerships with other professions to achieve good outcomes for the service user group, e.g. mental health services, criminal justice agencies, community groups, etc.</p> <p>The post holder is expected to be flexible with regards to working hours in order to meet the requirements of the post.</p> <p>Willingness to contribute to the training and development of others.</p> <p>Demonstrable experience of working flexibly, positively, and cooperatively within a team.</p> <p>Willingness to work within a performance managed environment and contribute to performance reporting.</p> <p>Willingness to undertake regular supervision and appraisal and comply with relevant local policies with regards to personal conduct and performance</p>	

Key Behaviours	<p>Works Proactively Demonstrates initiative, thinks ahead, and takes prompt action to solve problems; completes tasks, overcomes obstacles and seize opportunities.</p>
	<p>Leads Change & Improves Performance Responds quickly and positively to change, seeking to continuously improve performance by learning quickly from our mistakes, celebrating our successes, and constantly developing our people and processes.</p>
	<p>Demonstrates Creativity & Innovation Applies creative and lateral thinking to organisational issues; challenges the status quo and introduces new ideas, methods and processes.</p>
	<p>Client & Customer Focused Focuses on and understand the needs of internal and external service users, members and other stakeholders and strives to deliver a prompt, effective and personalised service. (For ‘service users’, please also read members, stakeholders, and audiences).</p>
	<p>Influences Others & Communicates Effectively Positively influences others and where appropriate persuades them to change their views, intentions or actions. Listens closely and communicates clearly both verbally and in writing.</p>
	<p>Applies & Shares Expert Knowledge Demonstrates the specialist knowledge and technical requirements of the job. Applies skills and experience to perform the job effectively, completes work to a high standard and shares knowledge across the organisation.</p>
	<p>Works Collaboratively with Others Works collaboratively with others for the good of the business; builds a network of good relationships and develops a thorough understanding of the organisation and the wider sector.</p>
	<p>Values & Respects Others Respects other individuals; listens and takes into account different opinions, feelings and motivations; is trustworthy and acts with integrity; responds and acts constructively towards others.</p>