

## Kent County Council

Job Description: *Substance Misuse Specialist – Integrated Children's Services, Family Drug and Alcohol Court (FDAC) team*

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| <b>Directorate:</b>    | <b>Children, Young People and Education</b>  |
| <b>Unit/Section:</b>   | <b>Integrated Children Services</b>  |
| <b>Grade:</b>          | <b>KR9</b>   |
| <b>Responsible to:</b> | <b>FDAC Service Manager</b>  |
| <b>Location:</b>       | <b>FDAC is a county wide service but we are currently looking for the post holder to cover primarily the South East of the county to include Canterbury, Thanet , Dover.</b> |

### **Purpose of the Job:**

Kent County Council (KCC) is committed to making Kent a county that works for all children. As part of this commitment the Family, Drug and Alcohol Court is being developed to help families where children are put at risk by parental substance misuse, mental ill health and domestic abuse with the emphasis to provide a bespoke problem solving approach to promote parental and family recovery.

The purpose of this role is to provide expertise, assessment, and support to families where substance misuse is prevalent and who require the specialist interventions of a Substance Misuse Specialist worker. The post is part of a multi-disciplinary team providing assessments and support to families and working closely with the court and our partners in the community to achieve the best possible outcomes for children.

### **Main duties and responsibilities:**

- To be an active member of the multi-disciplinary FDAC team in developing joint working approaches to meet the referred family's needs.
- To undertake assessments and work in community-based settings or family homes as appropriate. This will often necessitate autonomous work, within the context of multidisciplinary teamwork
- Proactively provide consultation, information & advice, assessments, and contribute to court reports regarding specific families on issues relating to Substance Misuse to support the FDAC model. You will also be required to attend court on occasions, in line with the FDAC model
- To provide a range of interventions such as harm reduction services, including advice, information using a strengths-based approach, with parents who are working with the FDAC Team. To be able to undertake regular testing of parents using saliva screening and a breathalyzer and to be able to interpret any results.

- Actively participate in various team meetings, as well as multi-agency meetings to generate and share intervention plans for each family, prioritising the needs of the child's(ren). This will include supporting the development of pathways into these agencies and share learning and adoption of best practice in relation to evidence-based approaches to working with adults with complex problems.
- To develop positive working relationships and advocate for parents and families within a wide range of statutory and voluntary organisations.
- To be involved in the development and implementation of new practice, policies, and guidelines.
- To maintain a high standard of record keeping for internal and external use and maintaining good communications with referrers and other professionals involved. In line with KCC policies and in keeping with GDPR and data protection regulations.
- To be involved in the development and monitoring of standards of care, research and outcomes to enhance and develop good clinical practice within the FDAC team. To regularly review recovery plans with service users and ensure that goals are SMART and cover all relevant domains of treatment. To ensure that all activity and information is recorded in a timely manner on the Kent system, within time frames specified
- To support the planning and implementation and development of systems for the evaluation, monitoring of the service offered by the FDAC Team and actively participate in regular reviews to enable continual improvement of the service.
- Proactively keep up to date on developments and research in Substance Misuse and attend the appropriate training and development programmes.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

## Kent County Council

### Person Specification: Substance Misuse Specialist -FDAC Team

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The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

|                | CRITERIA   |
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| QUALIFICATIONS | Relevant training and qualification to NVQ Level 3 or equivalent in substance misuse, social care, or health studies.  |
| EXPERIENCE     | <p>Experience of working within the substance misuse sector</p> <p>Experience of working within a partnership/multi-agency setting</p> <p>Experience in delivering recovery focused interventions for relevant areas including:</p> <ul style="list-style-type: none"><li>• Experience of sensitively assessing and responding to the needs of parents where substance misuse is a key issue</li><li>• Experience of working with parents where child protection issues are a key factor and evidence of up-to-date knowledge of child protection best practise</li><li>• Experience of assessment and management of risk. Conducting comprehensive assessments and planning.</li></ul> <p>Established experience of presenting ideas and information to large and disparate groups of professionals, organisations, and service users</p> <p>Evidence of continuing personal and professional development</p> |

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| <b>SKILLS AND ABILITIES</b> | <p>Strong persuasive and negotiation skills to engage and work with a range of partners, where they may be barriers to understanding or resistance to change</p> <p>Ability to build relationships across organisational and professional boundaries and to work collaboratively with external agencies Ability to analyse, problem solve and motivate others</p> <p>Ability to work effectively as part of a team.</p> <p>To be able to liaise and work co-operatively with service users, and multiagency disciplines.</p> <p>Ability to build and maintain positive and respectful relationships</p> <p>Resilient whilst working under pressure and within tight timescales on sensitive, confidential, and complex issues.</p> <p>Commitment to equalities and the promotion of diversity in all aspects of working.</p> <p>Ability to be innovative and able to influence and inspire cultural change.</p> |
| <b>KNOWLEDGE</b>            | <p>A working knowledge of the potential impact substance misuse can have upon parenting capacity.</p>   |
|                             | <p>Relevant specialist knowledge in approaches and interventions offered to individuals who misuse substances</p> <p>Knowledge of the 'Think Family' approach</p> <p>Understanding and commitment to work in a trauma-informed way and promote relevant approaches and interventions.</p> <p>Good understanding of:</p> <ul style="list-style-type: none"> <li>• agencies and support available for families in Kent</li> <li>• commissioned substance misuse services</li> <li>• children social care and family court arenas</li> </ul> <p>Good standard of ICT skills</p> <p>An understanding of Safeguarding and Data Protection legislation</p> <p>A working knowledge of the DoH Assessment Framework for Children and Safeguarding Procedures</p> <p>A working knowledge of the Misuse of Drugs Act 1971, Psychoactive Substances Act 2016 and Drug Misuse and Dependence clinical guidelines</p>        |

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| <b>BEHAVIOURS AND<br/>KENT VALUES</b> | <p>Demonstrates the resilience and curiosity to be able to work in, and contribute to, a pilot environment where outcomes and work process are evolving.</p> <p>Resilience and the proven ability to work under pressure to deliver to tight deadlines and challenging performance targets</p> <p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• <b>We are brave. We do the right thing, we accept and offer challenge</b></li> <li>• <b>We are curious to innovate and improve</b></li> <li>• <b>We are compassionate, understanding and respectful to all</b></li> <li>• <b>We are strong together by sharing knowledge</b></li> <li>• <b>We are all responsible for the difference we make</b></li> </ul> |
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