"Early Break is a young people and family charity that believes excellence at all points of delivery is a requirement. If you take pride in your work, are hardworking, want to be professionally challenged and are passionate to make a difference in the lives of others then our organisation could well suit you. We have a strong set of values determined by staff which we continuously work towards. It is our shared expectation our staff will be "professionally curious" both in their delivery and ongoing professional development."

Vicky Maloney, CEO

As a worker you will be child focussed in your practice, you will be a reflective worker who engages in the opportunities to build on your practice that this role offers. You are someone who is organised in your administration and yet can work at depth with vulnerable young people and their families. You will have a knowledge base of the environment of children and family services and will bring to the role your willingness and experience to support others to change lives and safeguard as required.

Role Outline

Role Name	Specialist Substance Use Worker within the Family Safeguarding Partnership
Key Focus / Role Purpose	Family Safeguarding Partnership has a strong evidence base demonstrating positive impact for families who are facing complex challenges. The model involves the development of multi-disciplinary teams of social workers, domestic abuse, adult mental health and substance use specialists who work alongside families in accordance with their needs and vulnerabilities and uses motivational interviewing techniques to empower and engage parents to make the positive changes needed to achieve improved outcomes for their children and their own wellbeing. You will be employed by Early Break but work within the multi-disciplinary Family Safeguarding Team with dedicated time spent with your Early Break Manager and colleagues. Day to day work allocation and case responsibility will be managed by the Children's Services Team Manager. Your role will be to deliver psycho-social interventions both within 1:1 sessions and group sessions to parents to address their substance related needs and refer to clinical services as required.
Role Size	EB Salary Points 7 – 11 £31,213.70 - £34,576.19. FTE 37 hours per week
Minimum Qualifications	Relevant professional qualification e.g. in social work, teaching, youth & community work, family work, substance use, NVQ level 3.
Additional Experience	Relevant experience in similar setting.

Reports to	Operational Manager and Managers with Children's Social Care as part of a matrix management model

Key Deliverables

To manage a high case load of adults whose families are open to Children's Social Care (as Child in Need or Child in Need of Protection) and where the parents are experiencing problems related to primarily substance use and other vulnerabilities

To deliver 1:1, face to face work, and where appropriate group work with the parents and manage the appointments to best meet clients' needs in accordance with Early Break Policies and Procedures. This may include evening and/or weekend sessions.

To carry out home visits to the families on your case load

Complete a full assessment of each client's needs and develop, monitor and review SMART care plans for each individual client using agreed systems

Offer structured treatment interventions, including substitute prescribing, if required and appropriate

To ensure that all necessary administration, recording and reporting is undertaken to specified deadlines using the Children's Services and agreed substance database

Strong awareness of legislation as it applies to adults at risk, children and young people particularly focused on Safeguarding, substance use, criminal justice and Emotional Health and Well Being

To share information with colleagues in accordance with relevant Information Sharing Agreements

Be able to work effectively within a team

To promote and champion best practice in parenting and family work with partner agencies

Contribute to a range of multi-agency meetings ensuring the voices of the client and the voice of the child is heard

Be a reflective practitioner in the role

Be skilled and confident to deliver training and support for external partners in relation to substance use and the issues related to it

To contribute to the wider work of the service and its entrepreneurial development.

Adhere to Early Break policies and procedures

Maintain and update levels of knowledge and understanding of issues relevant to the client group and their children and young people

Engage with training opportunities through training offered by Early Break and other agencies, as these arise

Contribute to the service's social media.

Key Knowledge, Skills and Experience

Key knowledge

- Hold a relevant professional qualification e.g. in Emotional Wellbeing, social work, teaching, youth & community work, counselling, substance use.
- Knowledge of the range of different substances and their effects the risks this may pose
- Knowledge of Children and Families thresholds, inc. safeguarding, youth justice and the Hidden Harm agenda as some examples
- Good understanding of, and the ability to communicate with others about, the Early Break philosophy and theoretical basis as an organisation and its underpinning values when in role.

Key skills

- Ability and understanding to be a "fearless presence" in your work.
- Ability to provide training/information sessions for colleagues.
- Ability to network and influence effectively with other workers from a range of services.
- Skills and ability to review, record and report on work undertaken.
- Well-developed interpersonal and relationship building skills, including the ability to form effective working relationships.
- Excellent communication skills, both written and verbal, and including computer literacy.
- Well-developed organisational skills in managing deadlines, timetables, multi-tasking and setting priorities, taking responsibility for own time management.

Key experience

- Experience of work with young people and/or adults around emotional well-being and/or substance use and related issues.
- Experience of working with children or/and young people in a face-to-face setting
- Experience of working with vulnerable and hard to reach young people
- Experience of assisting individuals to identify their requirements and priorities, identify explore and assess. Helping individuals to develop implement and review a SMART action plan

Along with all Early Break workers you will, in the course of normal activities:

- Contribute to the maintenance of an ethos in which all workers, clients and all in contact with Early Break are valued and shown respect.
- You will uphold our excellent service reputation through “living” our agreed service values
- Contribute to a culture of peer-to-peer challenge and support as well as the development of both individual and the service “professional curiosity”
- Ensure that Early Break is represented in a professional manner at all times
- Represent the service at relevant meetings, nationally, regionally and locally as required and appropriate
- Be a creative force in Early Break by assisting in the development of new ideas and initiatives, where appropriate
- Engage in the Early Break Personal Development Plan framework that sets out training, line management and support network opportunities
- Ensure that all service Policies and Procedures are read, understood and adhered to and contribute to reviews of Policies and Protocols where required
- Actively contribute to maintaining excellent standards at all points as set out in the Early Break Clinical Governance Framework
- To contribute to the implementation of a robust Equal Opportunities/Anti-Discriminatory Practice framework for the Service.
- You will be a service “marketeer” delivering on our social media aspirations offering information about Early Break as opportunities arise, referencing the service offer with confidence.
- You will have an ability to offer training/presentation specific to your role
- Engage in the opportunities of ongoing reflective practice within service including Supervision, Buddy offer and wider offers
- Undertake Health and Safety responsibilities, as is the case for every Service worker and as designated by the Chief Executive and Line Managers
- To undertake any additional duties as directed by, and negotiated with, the Chief Executive

Key Competencies and Qualities that will feature in your Personal Development Plan

Competency	Criteria
Personal Impact	Recognise the impact of own words, actions and personal presentation on others Respects and appreciates individual and cultural differences Acts with integrity and builds trust Takes time to listen and consider views of others
Commitment to Early Break Values	• Presents a consistent and positive image of the business both internally and externally • Ensures personal behaviour upholds the image of the business
Flexibility	• Accepts that a role will be one of continuous change • Keen to develop new approaches in light of changing business circumstances • Accepts that the role is varied • Acts as a change agent to implement and seek acceptance of change
Entrepreneurial Thinking	• Open minded in considering new opportunities for business development • Challenges the status quo and applies “out of the box” thinking
Self Development	• Approaches feedback as suggestions for development rather than personal attacks • Develop the skills and insight to become a reflective practitioner in own area of expertise • Identifies new areas for learning and applies learning to improve business performance
Developing Others	• Helps others to evaluate their own performance through the Early Break consultancy model • Provides reflective and effective feedback to others
Fearless Presence	• Brave enough to take the lead on an approach even if that means standing alone to do so

	• Not afraid to voice opinion despite collective opposition • Will take a chance based on calculating the level of risk involved • Will be a challenging supportive voice for the “unheard” – be it client or colleague

Early Break Values

Trustworthy

We are a reliable, consistent presence for our clients, conducting ethical business with all stakeholders

Accountable

We work with openness and transparency ensuring our excellent standards are upheld and open to scrutiny

Fair

We act with integrity, ensuring that people we encounter are treated with respect. We embrace the diversity of our communities and strive to make our offer equal for all.

Collaborative

We believe that working effectively with others serves to strengthen available resources and improve outcomes

Innovative

We are both forward thinking and morally creative in our work, with a desire to continually improve our services

Compassionate

Because we care, we take a fearless yet respectful presence in our professional commitments