

“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.”

The advertised role is as a **YOUNG PERSONS SUBSTANCE MISUSE ADVOCACY WORKER** this is to deliver a one to one case work role with young people who have a range of issues and who may be at risk of or involved in primarily substance use, criminal activity, be exploited, may have learning difficulties or other vulnerabilities.

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 Name	Young Persons Substance Misuse Advocacy Worker
Expectations of an EB worker	You will be a worker who is accountable and responsible within their own practice. You will make use of the strong support network this role offers. You will work at depth and support your colleagues to do the same as opportunities arise. You will be driven to offer an excellent service for all you encounter within the context of the role. You will be committed to ever improving your delivery and you will inspire others through your own success in the role.
Key Focus/Role Purpose	<ul style="list-style-type: none"> • Be an organised individual able to manage a high case load of vulnerable young people experiencing problems related to primarily substance misuse and other vulnerabilities • Be able to work effectively within a team • Be skilled and confident to deliver training and support for external partners in relation to substance misuse and the issues related to it • Offer group work to targeted groups related to improving skills and knowledge in others • Have the ability to carry out specialist assessments and care planning • Strong awareness of legislation as it applies to young people particularly focused on Safeguarding, substance misuse, criminal justice and Emotional Health and Well Being

	<ul style="list-style-type: none"> • Be prepared to work evenings and/or occasional weekends as required by the role • To contribute to the wider work of the service and its entrepreneurial development. • Be a reflective practitioner in the role
Role Size	EB Pay Spine 8- 12(from £27,490- 30,589 per annum) pro rata
Minimum Qualifications/experience	Hold a relevant professional qualification e.g. in Social Work, Teaching, Youth and Community Work, Counselling, Level 3 Substance Misuse Qualification
Additional	Have two years' experience of working with vulnerable young people in a similar setting including young substance users
Reports to	To Operational Manager for day to day line management

Key deliverables

- To deliver 1:1, face to face work with young clients and their parents/carers as appropriate 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
- 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
- Making Alternative therapy interventions part of client care planning as appropriate, upskilling yourself to offer this within the course of your role
- Work in community-based settings in order to engage and deliver services to potential clients
- Liaise and develop partnerships, with a range of agencies in seeking out the provision which best meets the treatment needs of the young clients identified through referrals
- Offer Drop Ins, as required and/or appropriate, in relevant young people's settings
- Contribute to a range of multi-agency meetings, acting as key worker/advocate for the young client
- Support young clients into in-patient treatment, if available/as appropriate, and maintain contact with them, preparing and arranging for appropriate after-care provision back in the community where this is required
- Adhere to Early Break policies on Safeguarding, linking to local and national policies and guidelines contributing as the role of Lead Professional as and when required
- Record and report all required client information, using the Company's agreed database system in line with service expectations and the legal framework of Data Protection
- Maintain and update levels of knowledge and understanding of issues relevant to young people through training offered by Early Break and other agencies, as opportunities arise
- Contribute to the charitable aspect of the service including social media and charitable fundraising activity

Along with other Service workers you will, in the course of normal activities:



- 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 service “professional curiosity”
- Ensure that Early Break is represented in a professional manner at all times
- Represent the service at relevant meetings, 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 and the individual worker expectations contextual to the wider service business
- Ensure that all service Policies and Procedures are adhered to and contribute to reviews of Policies and Protocols where required
- Actively contribute to maintaining excellent standards as set out in the Early Break Clinical Governance Framework
- 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 Early Break Foundations course
- Undertake Health and Safety responsibilities, as is the case for every Service worker and as designated by the Chief Executive and Line Managers.
- Undertake any additional duties as directed by and negotiated with, the Senior Management Team

Key Competencies and Qualities

Competency	Criteria
Personal Impact	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Presents a consistent and positive image of the business both internally and externally • Ensures personal behaviour upholds the image of the business
Flexibility	<ul style="list-style-type: none"> • 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
Self-Development	<ul style="list-style-type: none"> • 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

Entrepreneurial Thinking	<ul style="list-style-type: none">• Challenges the status quo and applies “out of the box” thinking
Developing Others	<ul style="list-style-type: none">• Helps others to evaluate their own performance through the Early Break consultancy model• Provides reflective and effective feedback to others
Fearless Presence	<ul style="list-style-type: none">• 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• Not afraid to 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