

Job Description and Person Specification	
Job Title	Senior Alcohol Worker/Practitioner
Salary	£30,000 per annum pro rata for 30 hours pw (full time is 37.5 hours)
Annual Leave	26 days per year and bank holidays and statutory holidays. 1 additional day of annual leave per year for each full financial year continuously employed by DHI, up to a maximum of 31 days annual leave per year.
Pension	Contributory pension scheme, where DHI contributes 7% and the employee contributes a minimum 3% of their salary tax free.
Benefits <ul style="list-style-type: none"> • Flexible working will be considered as per our flexible working policy. • Life Assurance Cover. • Mileage allowance of 45p per mile using your own car for work journeys. • Our Cycle to Work scheme can save you 25-39% on the cost of a bike and cycling accessories. • Deals and discounts from DHI's membership of charityworkerdiscounts.com and access to Blue Light Card. • Access to a confidential 24-hour helpline to support you through life's challenges. • A training programme to help you to do your job well, and a friendly and supportive workplace with a track record for promoting high performing staff. 	
Hours of Work	30 hours per week and additional hours as required from time to time. Usual working hours are 9am to 5pm with occasional evenings and weekends.
Place of Work	Wiltshire (Trowbridge) and any other location required by DHI.
Travel for Work	Required to travel across Wiltshire and any other location reasonably requested by DHI. Must be willing and legally able to drive and have use of a car that is insured for business use.
Accountabilities	Accountable to: Young Person's Service Team Leader
Purpose of Role	<ul style="list-style-type: none"> • Promote social inclusion and independence. • The Senior Alcohol Worker will be responsible for implementing and developing a programme of training for professionals using the DHI Drink Think tool in order to reduce the risk of exploitation among young people. • To manage a small caseload of clients misusing alcohol, co-ordinating care across a range of professionals/services, as appropriate.

Responsibilities

Person Centered Service Delivery

- Development and delivery of training for professionals using the Drink Think tool to reduce the risk of exploitation among young people.
- Build up a stakeholder base by networking with and supporting relevant services encountering young people who misuse alcohol, including schools and hospitals.
- Manage a small caseload of vulnerable clients misusing alcohol.
- Act as the key contact for other agency staff requiring information/advice for the management of alcohol misuse in young people, and ensure care co-ordination and sharing of relevant information about clients between services.
- Facilitate referrals to appropriate services as part of an integrated care pathway for the alcohol referral stream.
- Provide advice and information to young people in relation to alcohol misuse, sexual health issues and harm reduction
- Work to ensure the service is sensitive and responsive to the concerns and needs of service users and the local community.
- Facilitate and embed the uptake of new practice in alcohol brief interventions for young people through training relevant health professionals.
- Evaluate the Drink Think brief intervention, seek opportunities for formal validation/evaluation of the tool and facilitate this process
- Promote and actively encourage service user feedback and involvement.

People and Performance

- Develop and support any peers, volunteers or social work students who may support this work, developing their skills and knowledge.
- Work in conjunction with the Team Leader/Director of Operations to develop the service and support the wider team.

Compliance

- Adhere to all DHI's policies and procedures as well as best practice guidelines, legal and regulatory requirements including, safeguarding people, health and safety, and information governance.

- Ensure that key performance targets are met and all monitoring is completed on time and to the required quality standards.

Other

- This job description contains only the main accountabilities relating to the post and does not describe in detail all the duties required to carry out the role.
- The post holder will be expected to undertake any other duties reasonably requested by their manager and commensurate with the expectations of the role.

Skills, Knowledge, Experience, and Behaviours

The most important quality to succeed in this role will be your positive attitude, resilience, and enthusiasm for the work of DHI and your team.

Essential Criteria:

It is also essential that you can demonstrate:

- Belief in and willingness to model DHI values in behaviours, as described in the Behaviour Framework (attached).
- Able to work independently and as a member of a multidisciplinary team
- Demonstrable ability to develop working relationships and partnerships with a broad range of organisations.
- experience of working with young people Engaging and delegating well to achieve defined results and purpose.
- Assessing risk and making an informed judgement.
- Working in a service sector e.g. health, social care, welfare benefits, teaching, armed forces, criminal justice etc.
- Good communication skills, written, verbal and motivational.
- Ability to plan, prioritise, and organise workloads and adapt to changing environments.
- Knowledge and commitment to Child Safeguarding procedures
- Able to keep records for monitoring purposes including providing outcomes for funders.
- Excellent level of IT literacy (proficient in Microsoft word, excel and powerpoint sending emails and able to input data into specialist systems following training).

Must be willing and legally able to drive and have use of a car that is insured for business use.

Desirable Criteria:**Experience**

- Undertaking assessments and producing support plans within a health or social care setting.
- Working with people experiencing problematic drug or alcohol use. Brief solution focused counselling, motivational interviewing, or coaching skills or qualification.

All the above skills, knowledge, experience and behaviours will be tested at application and interview.