



Person Specification

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St. Helens Council

Job Title: Substance Misuse Worker Ref No:

Knowledge	E = Essential D = Desirable	Identified by
Excellent knowledge of current trends in relation to substance use by young people and the likely impact that this will have on their overall development and wellbeing	E	Application Form/ Test
The impact of Adverse Childhood Experiences and trauma on child development and how this may contribute to the onset of drug or alcohol use	E	Application Form/ Test
Awareness of safeguarding procedures, how to appropriately identify and address risks	E	Application Form/ interview
Knowledge and understanding of Fraser Guidelines and how this may impact on services delivered to young people.	E	Application Form/ Interview
Issues relating to confidentiality, consent and sharing information.	E	Application Form/Interview/ Test
National and local policy and practice to address substance misuse and ensure, where appropriate, they are embedded into practice.	D	Application Form
Relevant Criminal Justice legislation and its relationship to young people and substance use.	D	Application Form
Knowledge of the co-morbidity of substance misuse and mental health and the need to work collaboratively with relevant services.	D	Application Form
Skills and Abilities	E = Essential D = Desirable	Identified by
Make an effective contribution to the development of substance misuse services for young people in the Borough.	E	Application Form/Interview
Listen to the voice of the child and be able to articulate this and advocate on behalf of young people	E	Application Form/ Interview
Ability to communicate effectively with young people, their families/carers and relevant professionals	E	Application Form/Interview
Ability to undertake comprehensive assessments, develop and review care plans and deliver effective exit plans.	E	Application Form/Interview
Ability to manage a caseload of young people according to priority needs	E	Application Form/ Interview
Work collaboratively with key agencies to effectively plan and effect change for young people and families	E	Application Form



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Ability to travel around the Borough by the most effective means.	E	Application Form
Practice in an anti-discriminatory and anti-oppressive	E	Application Form/ Interview
Ability to use a range of evidence based psychosocial interventions to deliver programmes to facilitate change, e.g. ITEP mapping, Motivational Interviewing, Cognitive Behaviour Therapy, Solution Focused Therapy etc.	E	Application Form
Accomplished written and verbal communication skills and a high degree of IT competency. The ability to accurately update and maintain records in a timely fashion and to work to deadlines for the submission of information.	E	Application form/ Interview
To work flexibly according to the needs of the service (evening and weekend when required)	E	Application Form
Deliver training to a range of professionals to equip them with skills identify substance use and other risks and referral pathways.	D	Application form
Experience	E = Essential D = Desirable	Identified by
Working with young people with complex needs who are misusing substances	E	Application Form/ Interview/ Test
Working with young people who are resistant to change; to build effective relationships and facilitate behaviour change.	E	Application Form/ Interview
Facilitating group work with a range of audiences, including young people.	E	Application Form
Working with parents and carers, offering support and challenge as required and promoting early help support	E	Application Form/ Test
Working in a health, social care, Youth Justice or similar setting	E	Application Form/ interview
Supporting young people with clinical interventions to assist with managing detoxification, relapse prevention, cravings, withdrawal and substitute prescribing	D	Application Form



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Qualifications	E = Essential D = Desirable	Identified by
NVQ Level 3 or equivalent in a relevant area e.g Health and social care, nursing, youth work etc	E	Application Form/ Certificate
Willingness to undertake further training towards a relevant qualification linked to Drug and Alcohol National Occupational Standards (DANOS).	E	Application Form
An ability to fulfil all spoken aspects of the role with confidence through the medium of English	E	Interview