

## **Job Description**

Post: Recovery Practitioner

Salary: £18-22k

Reports to: Service Manager

### Purpose of role

Support clients in initiating and/or progressing their recovery journeys so that they can achieve more of their aspirations and potential in life. To assist the Service Manager in maintaining a therapeutic culture and programme by facilitating a range of therapeutic groups, delivering individual key work sessions and administrative duties including report writing. Practitioners are also expected to participate fully in training and supervision sessions.

### Primary tasks

1. To participate in the life of the service as a member of the community in line with CHT's Psychologically Informed Environment model.
2. To facilitate various groups within the community under the supervision of the Service Manager and Community Psychologist
3. To co-produce clear and structured recovery, risk management and move-on plans with clients, working with the client both formally and informally towards their recovery goals
4. To build supportive and therapeutic relationships with clients through dialogue
5. To administer medication according to CHT's policies and procedures
6. Maintain excellent working relationships with Care Teams and Families

#### **1 Therapeutic Practice**

- To participate in ensuring that the service runs in adherence to CHT's model of service delivery.
- To participate in all areas of community life, supporting clients both practically and emotionally in informal and formal settings
- To facilitate various groups and meet with a number of clients individually for key work sessions
- To aid clients in integrating into the community, both within the service and in the wider community
- To promote high levels of client participation in service development and implementation
- To attend review meetings for key work clients and prepare progress reports
- To work with clients to develop and work towards their recovery plans

- To encourage clients in engaging with activities within the service and within the wider community
- To participate in formal reflective practice sessions run by the Community Psychologist
- To participate in CHT's internal training programme and periodic masterclasses
- To administer and support clients with their medication in line with CHT's procedures
- To keep in mind the aspects of Safeguarding and work with an understanding of Mental Capacity and Dignity in line with CHT's core framework
- To promote equality and diversity in their practice

## **2 Administration**

- To share everyday administrative duties including writing up handovers, completing medication records, and various client focused reports
- To take the lead on certain administrative roles as directed by the Service Manager such as Medication Management, Health and Safety and Petty Cash
- To keep all written records up to date and clearly formulated
- To provide regular reports of client progress using outcome measures under the direction of the Service Manager
- To co-ordinate the collection and support in analysis of outcome measures

## **3 External Relations**

- Develop and maintain excellent working relationships with Care Teams and Families in support of the clients recovery and in line with their wishes
- Organise regular meetings with Care Teams to discuss client progress and present outcome results
- To develop links in the wider community to support clients in engaging in meaningful activities such as leisure, employment or education

### General

- Comply with CHT's Equal Opportunities Policy, Safeguarding Policy, Code of Conduct and other policies and procedures
- Act in the best interests of CHT and its clients, and to promote CHT's values and value in all conversations and situations
- To take part in various duties appropriate to being a member of the CHT Staff Team
- Undertake training and professional development appropriate to the role, and in agreement with the Chief Executive
- To take part in regular meetings, supervisions and appraisals

### Person Specification

#### **Essential:**

#### *Experience*

1. Experience of working with or lived experience of complex mental health conditions

[Type text]

2. Experience of working within or lived experience of a recovery orientated approach to supporting adults with complex presentations

*Skills, Knowledge and Abilities*

3. Understanding of the recovery approach
4. Understand the support requirements of people with mental health and other associated conditions.
5. Ability to establish an effective working relationship with clients which is attachment centred and based on the Recovery approach including the skills for comprehensive assessment and action planning.
6. Have good interpersonal skills including active listening, clear and thorough information sharing and good verbal communication skills.
7. Ability to respond appropriately and effectively and de-escalate situations when faced with challenging or violent behaviour.
8. Good written, numeracy and administrative skills e.g.: ability to accurately and competently record comprehensive assessments, action plans and letters.
9. An awareness and understanding of Health & Safety issues related to working in a residential service
10. Knowledge and understanding of the statutory and voluntary services within mental health
11. The ability to initiate and maintain constructive and appropriate relations with clients and external agencies

*General*

12. Have a positive and compassionate attitude to working with those with complex mental health conditions as well as a belief and commitment to recovery
13. Able to demonstrate a willingness to engage in CPD
14. Commitment to working within a recovery / psychologically informed framework
15. An understanding of and commitment to diversity & equality
16. Willingness and ability to work shifts including evenings, weekends bank holidays including Christmas Eve/ Day and New Years Eve/ Day
17. Willingness to work flexibly in response to changing organisational requirements.

**Desirable**

18. Certificate in counselling skills or other similar and relevant qualification or experience of engaging in own psychological therapy