

Job Description

Post: Senior Recovery Practitioner (Young person's service)

Salary: £24,720 - £28,000

Reports to: Service Manager

Purpose of role

To engage with young people with complex needs, many of whom have experienced negative childhood experiences or trauma in their development, health and wellbeing.

To provide support in acquiring the skills, self-awareness and attitudes that will enable them to lead fulfilling, successful and productive lives. To assist the Service Manager in maintaining a high quality therapeutic environment, culture and programme by facilitating a range of therapeutic interactions including groups, delivering individual key work sessions, and completing administrative duties including report writing.

Practitioners are also expected to participate fully in the training programme, supervision, and team reflective practice sessions.

Primary tasks

1. Create an environment in which young people feel psychologically, emotionally and physically safe, and which enables their development
2. Participate in the life of the service as a member of the community in line with CHT's Psychologically Informed Therapeutic Environment model.
3. Facilitate various groups within the community under the supervision of the Service Manager and Community Psychologist/Psychotherapist.
4. Co-produce clear and structured care, risk management and move-on plans with the young person, working with them both formally and informally towards their goals
5. Build supportive and therapeutic relationships with the young people through dialogue.
6. Administer medication according to CHT's policies and procedures
7. Maintain excellent working relationships with Care Teams, Families, and other stakeholders.
8. To act as shift lead when on shift and facilitate the smooth running of the service
9. To support in training and supervising students and volunteers
10. To support the Service Manager with training and inducting new staff
11. To work with outcome measures under the direction of the Service Manager

1 Therapeutic Practice

- Participate in ensuring that the service runs in adherence to CHT's model of service delivery.
- Participate in all areas of community life, supporting the young people both practically and emotionally in informal and formal settings

- Facilitate various groups and meet with a number of young people individually for key work sessions
- Aid the young person in integrating into the community, both within the service and in the wider community
- Promote high levels of participation in service development and implementation
- Attend review meetings and prepare monthly progress reports
- Work with the young people to develop and work towards their life goals
- Participate in formal team reflective practice sessions run by the Community Psychologist/Psychotherapist
- Participate in CHT's internal training programme and periodic masterclasses
- Administer and support the young people with their medication in line with CHT's procedures
- Keep in mind the aspects of Safeguarding and work with an understanding of Mental Capacity and Dignity in line with CHT's core framework
- Promote equality and diversity in their practice

2 Administration

- Share everyday administrative duties including writing up handovers, completing medication records, and various resident focused reports
- Take the lead on certain administrative roles as agreed with the Service Manager such as Medication Management, Health and Safety, and Petty Cash
- Keep all written records up to date and clearly formulated
- Provide regular progress reports using outcome measures under the direction of the Service Manager and Community Psychologist/Psychotherapist.
- Co-ordinate the collection, and support the analysis, of outcome measures

3 Public Relations

- Develop and maintain excellent working relationships with Care Teams and Families in support of the young person's goals and in line with their wishes
- Organise regular meetings with Care Teams to discuss progress and present outcome results
- Develop links in the wider community to support the young people in engaging in meaningful, pro-social activities such as leisure, employment or education
- To support the Service Manager with new referrals by assisting with assessments, team presentations and reports

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 residents, and to promote CHT's values and value in all conversations and situations
- 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
- Take part in regular meetings, supervisions and appraisals

Person Specification

Essential:

Experience

1. Extensive experience of working with or lived experience of complex mental health conditions
2. Extensive experience of working with young people experiencing emotional, behavioural or mental health problems and mental distress, including psychosis, emotional instability and volatility, addictions and anxiety, depression, self-harm, attachment disorders, suicidality and complex presentations.

Skills, Knowledge and Abilities

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

General

14. Have a positive and compassionate attitude to working with Young People and Mental Health conditions
15. Demonstrable willingness to engage in CPD
16. Commitment to working within a recovery / psychologically informed framework
17. An understanding of and commitment to diversity & equality
18. Willingness to work flexibly in response to changing organisational requirements.

Desirable

19. Certificate in counselling skills or similar, or experience of engaging in own therapy