



JOB DESCRIPTION

JOB TITLE: RECOVERY WORKER
RESPONSIBLE TO: CENTRE MANAGER / SERVICE MANAGER
ACCOUNTABLE TO: CHIEF EXECUTIVE
LOCATION: SOUTH ESSEX

Mission

Our mission is to empower a diverse range of individuals, families and communities to lead healthy and more meaningful lives, free from addiction, offending behaviour and disadvantage, to ensure healthier, happier lifestyles.

Job Summary & Purpose

The Recovery Worker will be part of the Integrated Recovery Service Team. Working with clients, the Recovery Worker will initiate recovery, utilising clients' individual recovery capital, and support reintegration and sustained long term recovery from substance misuse. You will be responsible for care co-ordination of all clients entering the service and engaging in treatment. You will be responsible for the development of recovery plans for individual clients, and for liaising with other service providers relevant to the individual's needs.

Key responsibilities

Performance

- Working in accordance with the treatment matching model with regard to client segmentation.
- To undertake individual assessments on clients entering the service.
- To be aware of, and contribute to, the achievement of Key Performance Indicators (KPIs) that Open Road is required to deliver.
- To be responsible for accurately recording and maintaining client data, records and information onto a case management system, and to maintain up to date and professional case files in accordance with Open Road's policy and procedures.

Clinical Governance

- To provide effective recovery management, ensuring all areas of risk, problematic behaviour, housing, social functioning, employability, psychological and physical health are addressed.
- To devise and develop with the client, their individualised and person centred recovery plan, ensuring that all their needs are identified and met. The plan will be recovery focused and strengths based, incorporating and identifying all resources available to the client to support their recovery journey.

Day to Day Operations

- To work with partnership organisations to develop and sustain effective and comprehensive treatment pathways to ensure delivery of a cohesive service provision to all clients.
- In the absence of the Centre / Service Manager to make any decisions required to ensure that the centre is adequately resourced and operates safely.
- To arrange and co-ordinate clients individual interventions sessions with relevant workers and other service providers.
- To assist the development of clients' individual recovery capital and support the clients in accessing support within the wider recovery community, including actively linking clients to peer support and mutual aid.

- To promote and support clients into both abstinence based and medically assisted forms of recovery.
- To assess and signpost alcohol clients into the Psychosocial Alcohol Intervention Recovery Service (PAIRS).
- To develop a therapeutic relationship with clients, and to deliver low intensity Psychosocial Structured Interventions (PSI) in line with best practice and Open Road's Recovery manual, including Motivational Interviewing (MI) and Birmingham Treatment Effectiveness Initiative (BTEI - node link mapping).
- To deliver harm reduction interventions, information and advice to all clients, in line with national best practice and Open Road guidance. This will include needle exchange, Blood Borne Virus (BBV) and other health interventions linked to substance misuse.
- To work within the 'Whole Family Approach' framework and to support the inclusion of non using family members in the recovery and treatment process.
- To actively case manage and key work clients using the Outcomes Star process, under taking regular reviews of the recovery plan, risk assessment and Treatment Outcome Profiles (TOPS).
- To ensure that all safeguarding issues including child protection and protection of vulnerable adults, are dealt with in accordance with Open Road's policy and procedures, and in line with local and national statutory requirements

People

- To maintain and develop productive working relationships with management, team members, volunteers and clients, and to maintain personal and professional boundaries, and work within Open Road's clinical framework at all times, including confidentiality.
- To attend team meetings, supervision and other events organised by Open Road.
- To facilitate appropriate and effective client consultation, feedback and involvement in all your work, to ensure effective communication regarding improvement of services
- To actively participate in individual supervision and appraisal.
- To actively participate in continued professional development.
- To work flexibly across operational sites as required

Health & Safety

Adhere to all health and safety policies of the organisation and take responsibility for the health and safety of yourself and others.

Equality & Diversity

Promote and protect the equality, diversity, rights and responsibilities of individuals

Behaviours

Adhere to the requirements and principles of Open Road's Behaviours Framework and demonstrate these in your day to day responsibilities.

Data Protection

Adhere to the requirements of Open Road's Information Governance and Data Protection policies.

General

Undertake any other reasonable duties as requested by your Line Manager, the Chief Executive or other members of the Senior Management Team.