



## Job Description

<b>Job Title:</b>	Dual Diagnosis Practitioner with Neurodiversity Focus
<b>Employed by:</b>	Saltbox
<b>Based at:</b>	Bemersley House, Hanley, ST1 1DY
<b>Salary:</b>	£25,441
<b>Hours:</b>	Full Time: 35 hours – Monday to Friday 9am – 4.30pm – some flexible work may be required
<b>Responsible to:</b>	Dual Diagnosis Co-ordinator
<b>Contract:</b>	4 Year Fixed Term - Subject to six-month probationary review
<b>Recruitment:</b>	This post is subject to a satisfactory DBS check and references

### Purpose of the Role:

- To work towards the successful re-settlement of individuals who are homeless or at risk of homelessness, particularly those with a history of offending, resulting in a reduction in offending behaviour, homelessness and associated support needs and to prepare residents and assist them to wards independent living.
- To work with residents to support social (re)integration, enabling them to lead meaningful and purposeful lives: promoting recovery, resilience, peer-support and self-determination.
- To act as Dual Diagnosis Practitioner for an identified group of residents within Restart who have co-existing mental health, substance misuse and either diagnosed or suspected neurodivergence, from point of entry into service, or from where relevant support needs present, and through their treatment/recovery journey to have better access to treatment and support.
- To provide assessment, recovery planning and onward referrals to residents.
- To provide advocacy for residents to access to partnership services.
- To work out and about in Restart properties and the community to deliver interventions to Restart residents to provide on-going assessments, care plans, treatment and support of resident with drug and alcohol issues, and either diagnosed or suspected neurodiversity.
- To offer support and improve access to mental health treatment for Restart residents and enable improved mental health, reduced episodes of mental ill health and be a link for the identified residents into support and treatment.
- To offer support and improve access to substance misuse services for Restart residents and be a link for the identified residents into support and treatment.
- To prioritise supporting individuals with either diagnosed or suspected neurodivergence, engaging with training and other relevant statutory and non-statutory services to ensure the most appropriate and effective support is offered.

### Summary of Main Duties

- To liaise with other professionals regarding residents' progress and outcomes, enabling people to manage their mental ill-health better, address their substance misuse issues and manage any issues connected with their diagnosed or suspected neurodivergence.

- To participate in MDTs, Dual Diagnosis forums and Complex Case Reviews as required.
- To work flexibly to meet the needs of the resident group.
- To provide general information and advice to residents with problematic mental health, substance misuse issues, and/or any further issues relating to either diagnosed or suspected neurodivergence.
- To engage residents who have substance misuse issues, mental ill health and diagnosed or suspected neurodivergence, and provide them with advice, support and recovery focused, secure interventions to support their recovery.
- To work closely with the local providers to improve access to and engagement with mental health, substance misuse and neurodiversity support.
- To act as an advocate for residents experiencing mental ill health, substance misuse and diagnosed or suspected neurodivergence, supporting residents own choices in regards to their care, whilst promoting independence and self-care.
- To work towards reducing the burden to emergency and healthcare services, and improve the health and wellbeing of individuals and their families, including the reduction of non-fatal overdoses, drug related deaths and suicides.
- To work in partnership with other community teams and voluntary organisations to ensure the seamless delivery of care and support to Restart residents with co-existing mental health, substance misuse and either diagnosed or suspected neurodivergence.
- To ensure that the appropriate interventions are planned and delivered according to assessed need.
- To promote a positive practitioner, resident relationship and to engage carers and relatives as appropriate.
- To document care plans effectively, ensuring they are regularly reviewed and are adapted to any changes in conditions, circumstances or input from other care givers, partner services and other agencies as required.
- To seek support from the Dual Diagnosis Co-ordinator or designated other in respect of issues relating to individual resident care.
- To attend regular meetings with the wider Dual Diagnosis Team to ensure effective case load management.
- To ensure a safe, comprehensive channel of communication with residents that maintains a high standard of professionalism and respects the resident's dignity and confidentiality.
- To maintain accurate resident records in accordance with Saltbox standards.
- To ensure effective and accurate communication, both written and verbal, within the wider team and with other agencies and individuals where necessary.
- To ensure the safeguarding and wellbeing of vulnerable adults and maintain an understanding and commitment to best safeguarding practice.

### **General**

- To work collaboratively as part of the wider Restart team with partners, communities and people of all faiths and none
- To adhere to relevant policies and procedures as specified by the Saltbox Trustees
- To undertake other duties as required by your line manager and/or the Saltbox management team which are commensurate with the position.

### **Personal Responsibilities:**

- To undertake regular personal supervision and appraisal.
- To undertake training as identified by your line manager and/or the Saltbox management team.



**Person Specification for (Dual Diagnosis Practitioner with Neurodiversity Focus)**

Requirements		Essential	Desirable
<b>Skills / Knowledge / Experience</b>	Minimum of 2 years of experience working in the field of drug /alcohol and substance misuse, mental health and neurodiversity		√
	Experience of working in a position with those who suffer from discrimination and require support relating to housing and homelessness and at least two of the following: <ul style="list-style-type: none"> <li>• Offending or at risk of offending</li> <li>• Mental health and/or learning disabilities</li> <li>• Substance misuse</li> <li>• Neurodiversity</li> </ul>	√	
	A qualification in health/social care/community work e.g. NVQ Level 3 or above, DipSW, Mental Health Nursing, Counselling, Addiction Studies etc.		√
	Knowledge and understanding of, mental health, addictions, drugs and alcohol misuse, behaviour change, neurodiversity and relevant therapies & interventions	√	
	Able to assess, plan, arrange, co-ordinate/implement care in response to identified need	√	
	Experience of completing documentation such as comprehensive risk assessments	√	
	Experience of creating person-centred care plans based on needs identified at assessment	√	
	Experience of partnership working and multi-agency liaison		√
	Proficient use of IT, including Microsoft packages, email, databases, and ease of accessing these using a phone and a laptop	√	
	Confident to work in the community traveling to visit clients at their homes	√	
	Experience of delivering one to one and group learning interventions/activities relating to substance misuse, mental health and neurodiversity		√

	Experience or knowledge of statutory and voluntary section partnerships and agencies that support vulnerable people in the local area		√
	Experience of maintaining accurate ongoing records, providing statistical information, project evaluation and maintaining an audit trail	√	
	Time management skills and the ability to meet the needs of several clients at one time. An organised, efficient and flexible approach to the job	√	
	Working in partnership with a team to enhance overall delivery of the service and ability to work independently	√	
	Experience of Outcomes Star as part of the development of a support plan for the client pathway		√
	The ability to initiate and sustain new ideas and methods of working		√
	Ability to adopt a supportive and motivating approach to the client group	√	
<b>Personal Qualities</b>	<b>Results focus:</b> sets high work standards for self and demonstrates drive to meet targets		√
	<b>Customer/user orientation:</b> desire and willingness to address the needs of internal and external customers and clients; seeking continually to improve quality & standards of excellence	√	
	<b>Communication:</b> able to convey information clearly, accurately and convincingly through speech and/or in writing	√	
	<b>Teamwork:</b> contributes actively to a working environment, in which colleagues work co-operatively with each other, accepting collective responsibility	√	
	<b>Initiative:</b> Is proactive and able to use own initiative to move plans forwards with a “can do” attitude	√	
	<b>Planning and Organisation:</b> prioritises, organises & schedule activities & resources to ensure achievements of results		√
	Awareness and sensitivity of working with people from other faith communities and denominations		√



## **Other Information:**

### **Saltbox:**

Saltbox is an organisation with Christian values and principles. Saltbox services support those with all faiths and none. It is not a requirement to be a Christian to work for Saltbox, however staff are expected to behave in accordance with our Values and Guiding Principles, which are detailed below:

### **Values:**

Our message to individuals, communities and organisations is:

- You are valuable
- You have purpose
- You can be forgiven
- You can trust
- You can serve
- You can make a difference

### **Saltbox's Guiding Principles:**

1. We are an organisation with Christian values & principles
2. We aim to make a difference to communities & to see individual lives transformed
3. We seek to work in partnership & seek collaborative opportunities to strengthen communities
4. We strive to be caring, professional & hardworking at all times