

JOB DESCRIPTION

Child and Family Worker Dependency



JOB PURPOSE

To provide a needs-led service, to improve the well-being and opportunities of children and young people (aged 0 to 18), and their families by supporting them to address problems relating to parental substance use.

PRINCIPAL ACCOUNTABILITIES

- Undertake assessment and identify children's and families needs and provide direct support both at home and in community settings provided by the service and other providers.
- Work with children and parents affected by substance misuse to help them reach their full potential. Work will be delivered both on a one to one basis and in group settings.
- Maintain child and or family case files and share relevant information with other agencies to work towards integrated assessment and service delivery.
- Develop effective relationships with children and young people, and parents which will enable positive experiences for families.
- Work in partnership with parents, either individually or in groups, to develop their parenting skills & confidence, improve self-esteem and encourage self reflection.
- Identify resources in the community to assist in meeting children's and or families' needs.
- Develop and maintain links with external agencies and actively contribute to relevant meetings as required.
- Contribute to the research and development of new programmes to promote the overall development and well being of children using the service.
- Maintain accurate records and contribute to reports, monitoring and evaluation.

SCOPE OF PLANNING AND ORGANISATION

The post holder will report to the Service Manager.

The post holder has regular contact with the line manager who will meet with them regularly to determine work priorities and contribute to decisions about referrals and case load. The line manager will also be available to provide ongoing support to the post holder as and when required.

The work of the service is allocated to all staff by the Service Manager. The individual or group plans, which set the direction and parameters for the work, are developed by the team. Based on this, the post holder is expected to deal with day to day needs of the service, accordingly, referring more serious issues to managers where appropriate.

The post holder attends and contributes to all meetings involved in the smooth running of the service, including hand-over meetings, team meetings, staff training and development.

The post holder will participate in the ongoing development of the service, through contributing to project reviews and evaluation meetings.

SCOPE OF JUDGEMENT AND DECISION MAKING

Post locations include both centre and outreach models. Work often takes place on an interagency basis. The post holder will deal with problems arising in the first instance but refer more serious issues to the line manager.

The post holder may work with children and families as part of child protection planning and will need to have an awareness of relevant systems and legislation.

Whilst there is a clear framework of policies and procedures the worker is expected to be able to use their judgement in managing risk and keeping children and young people safe.

The post holder will be involved in lone working with service users off-site. This may be in service users' homes or undertaking tasks in another setting.

They do require use of ongoing assessment skills and judgement relating to how individual children behave and communicate and therefore may need the ability, flexibility and sensitivity to adapt plans and interventions if the situation or environment demands. They would have access to on site or telephone guidance and support as required.

The post holder will contribute to written reports and assessments of children for the benefit of their parents and other agencies including case conferences, children's hearings, court and school as appropriate

RELATIONSHIPS

Internal

- Relationships are essentially within the service. There may be occasional participation in regional or Aberlour wide working or discussion groups.
- All staff are expected to attend team meetings and keep up to date with changes at service and organisational level. This includes accessing work email accounts, Aberlour intranet sites and supporting our marketing & fundraising initiatives and social media channels to help promote Aberlour

External

- Work collaboratively with other professionals and agencies.
- Promote the service through work with external agencies, inviting external agencies to visit, involvement in community newsletters/local directories, building relations with community and use each other as appropriate e.g. attending community meetings.
- Promote the organisation positively and uphold its values.

QUALIFICATIONS

A relevant professional qualification at SCQF level 6 or above
or

Equivalent knowledge acquired by other means (this will not apply where there are externally specified qualifications for the post e.g. SSSC)

EXPERIENCE

- Working with children and/or vulnerable families or problematic drug/alcohol users.
- Direct work with vulnerable families to support improved capacity to parents.
- Work collaboratively with other professional agencies.

KNOWLEDGE/SKILLS

The post holder requires a sound knowledge of child development and relevant theory in attachment and parenting.

The post holder will have a working knowledge of drug/alcohol use and its effects on family functioning, in particular in relation to children and the impact on parenting.

The post holder must be able to demonstrate an understanding of, and commitment to, young people's rights.

Examples of knowledge areas include but are not limited to:

- Anti-discriminatory practice
- Effects of trauma, deprivation and environment on young people
- Child care law and child protection/vulnerable groups
- Human and child development, attachment and resilience
- Children's and vulnerable groups' right and responsibilities
- Social care theory for practice
- Social policy and its application to social services provision
- Professional Boundaries
- Interagency procedures and practice

Ability to:

- Recognise and respond to the effects of deprivation, trauma and the environment on service users' functioning
- Proficient IT skills with a willingness to adopt and learn new technologies and systems – this includes communication, collaboration, recording and office applications. Training on specific systems will be provided
- Demonstrate good verbal and written skills and the ability communicate clearly and sensitively with colleagues/parents/young people and other agencies as appropriate

- Demonstrate ability to work within established systems of work, including the ability to promote positive behaviour
- Initiate, engage in, and promote meaningful activities for service users
- Develop and maintain appropriate relationships, with colleagues and other agencies
- Ability to engage in reflective practice
- To deliver services in a way which enables and empowers the service user
- Assess need
- Demonstrate self motivation, team working and ability to use initiative

JOB CHALLENGES

Working in a solution-focussed way and remaining constructive and positive in what can be a challenging environment.

Building a relationship of trust with a children and parents and dealing with challenging behaviour and complex needs.

ADDITIONAL INFORMATION

The post holder may be required to work occasional evenings and weekends.