

**Youth Mental Health, Alcohol and other Drugs Clinician**

**Monaghan and Cavan under 18 Youth and Families Substance Support Service.**

**Job Description.**

**Position: Cavan /Monaghan: under 18’s Youth Alcohol and Substance misuse clinical support worker.**

**Location: Cavan/Monaghan**

**Contract: Fulltime.**

**Hours: Fulltime. 35 hours per week.**

**Salary: Based on experience and professional qualification.**

**Reporting to: Youth and Families Service Manager.**

**About Alcohol Forum Ireland**

Alcohol Forum Ireland is a national charity that provides support, information and services to individuals, families and communities impacted by alcohol and other drug harm, while also working at wider levels to change Ireland’s problematic relationship with alcohol. We believe real change will only happen by working with communities to address the causes of substance misuse harm in Ireland. Our approach is shaped by evidence and is informed by the expressed needs of the people and communities we work with across Ireland. We work in partnership with statutory, voluntary and community partners to deliver our services supported by the Social Inclusion Unit of the HSE in Cavan/Monaghan.

**Position Summary and Duties**

Ensure the provision of high quality, evidence-based practice that meets Alcohol Forum Ireland and stakeholder’s requirements; implement effective assessment and intervention strategies for young people; their families and provide leadership and training around youth alcohol and other drug support. The service supports the delivery of a range of education and prevention programmes in line with best practice. The service is supported by the Social Inclusion Unit of the HSE in Cavan Monaghan.

**Duties:**

* Provide Youth Alcohol and other Drug (YAOD) assessment, intervention and care co-ordination with a focus on mental health.
* Following assessment provide one to, YAOD group work, family interventions and programmes.
* Identify and contribute to the minimisation of clinical and non-clinical risk by ensuring that services are delivered in accordance with Alcohol Forum Ireland's Organisational Philosophy, Policy, Procedures and Service Agreements.
* Provide interventions and services, in line with agreed targets and objectives.
* Provide interventions and services in line with Alcohol Forum Ireland’s service delivery models and policies.

**Tasks**

1. **Service Delivery:**
* Understanding Youth alcohol other drug and mental health challenges and problems: Apply the knowledge base required to undertake drug and alcohol assessment and intervention.
* Screening and brief intervention: Assist youth, families and supporting agency networks in Cavan Monaghan to identify earlier alcohol, other drug and mental health challenges and provide information, advice and support tailored to their strengths and individual needs.
* Undertake the brief and comprehensive YAOD assessments.
* Service users are prioritised and supported appropriately and in a timely manner.
* Enable service users to adopt safe practises associated with substance use through effective communication of harm reduction issues as appropriate.
* Support youth in reducing substance use.
* Risk assessment, planning and management is demonstrated with positive service user outcomes.
* Risk issues are identified, reported to senior staff and/or management and resolved as appropriate.
* Develop a working relationship with existing services and provide ongoing assertive support and co working for service users in consultation and conjunction with key services.
* Provide motivational enhancement strategies in line with Service model to promote engagement with the service.
1. **Intervention, Treatment and Care Planning:** Alcohol and other drug assessment and intervention planning: Collaborate with youth, their family and others to assess alcohol and other drug related problems, negotiate appropriate goals and plan relevant interventions aimed at supporting the young person and their family’s wellbeing.
* Identify and prioritise needs and issues to be addressed arising from assessment.
* Negotiate and agree objectives with the young person and their family (if appropriate), to meet identified needs based on the assessment and formulate these into an intervention/ treatment/care plan.
* Establish connection and rapport with the family/supporting community agency networks as part of the assessment process and treatment/care plan development.
* Review treatment/care plans at agreed intervals and provide feedback to the young person, their family or agreed other support.
1. **Referral :** Youth Alcohol and other Drug intervention management: Apply intervention strategies to support youth wellbeing and address alcohol, other drugs and mental health challenges.
* Accept and process all referrals.
* Follow Alcohol Forum Ireland’s referral criteria and procedures for the service.
* Make initial contact with the young person/family and prioritise the referral accordingly.
* Liaise with and provide information to referring agencies.
* Provide support to young person during transfer between agencies and services.
* Carry a caseload of individual service users, provide and co-ordinate interventions appropriate to their needs.
* Provide onward referral options, where appropriate, to specialist residential Youth Alcohol and other Drug Services/Mental Health and to other services within in the community network as appropriate.
* Liaise with onward referral agencies and services, both in the community, to ensure continuity of care and aftercare arrangements.
* Support and promote the aims and objectives of Reducing Harm Supporting Recovery “a health-led response to drug and alcohol use in Ireland.
* Ensure compliance with HSE Safer Better Healthcare Quality Standards Framework across the Cavan/Monaghan service.
1. **Champion and promote Mental Health wellbeing and recovery:** Supporting recovery and promoting wellbeing: Integrate principles of recovery into practice and promote wellbeing for youth and family.
* Develop effective therapeutic relationships with youth and work flexibly with them.
* Contribute to the development of clear pathways with Mental Health and Primary Care Services to ensure high levels of joint working for youth identified with a dual diagnosis.
* Ensure substance misuse clinical advice and professional support is provided to mental health agencies that are responsible for co-ordinating care delivery for Youth under 18
* Contribute to the development of an under 18 dual diagnosis protocol in the community.
* Ensure Mental Health issues are identified, and care delivery is coordinated or managed for service users with common mental health and substance misuse problems.
1. **Work with family :** Involving family: Ensure family are included in assessment planning and intervention processes, as appropriate to the young person’s needs and the intervention context.
* Work with youth to identify their family, supports and people significant to them.
* Work with youth to include family/supports, significant people and other networks in treatment/care planning and interventions to support recovery.
1. **Engaging clients, family:** Actively involve and support the young person and family to engage in the intervention process.
* Establish connection and rapport with family/other supports.
1. **Supporting family:** Ensure family receive appropriate support and intervention.
* Facilitate access for family to services and support within the community as appropriate.
1. **Social Connectedness:** Support Youth, family and community networks to develop and maintain positive relationships and positive roles within their communities.
* Support youth development and/or strengthen positive connections with family, friends, school, work and the community.
* Support youth to participate in the life of their community.
1. **Determination and Empowerment**: Demonstrate understanding of the importance of self-determination and actively support empowerment of youth, families and community network.
* Provide services and interventions that empower our youth to identify personal strengths.

Partner with youth to assist them in finding their own solutions to the challenges they face and make sustainable changes for themselves, their families and community.

1. **Service Delivery (One to one work)**
* Establish and manage one to one relationship using Psycho Therapeutic and Educational skills and Motivational Interviewing/Brief Intervention techniques.
* Develop an action plan with youth and agreed framework for the intervention.
* Provide brief interventions including motivational enhancement and relapse prevention sessions on a one-to-one or group basis.
* Provide psycho educational supports for youth to explore their concerns about their drug and alcohol use, the reasons for this and strategies to address their problems.
* Provide feedback to youth promoting participation in their own care planning.
* Review progress and conclude the intervention appropriately.
1. **Service Delivery (Groupwork)**

Developing and facilitating groups: Develop and facilitate groups.

* Deliver workshops and youth and family focused evidenced based groupwork packages.
* Prepare and support service users for and during groupwork.
* Manage group process and facilitate collaborative learning within the groupwork setting.
* Provide feedback to youth and their family as agreed.
* Evaluate delivery and service user feedback.
* Participate in multi-disciplinary and multi-agency working with GP’s, other primary health care professionals, Mental Health Services, Statutory and Voluntary and other agencies as appropriate.
* Contribute to the development and implementation of information sharing protocols, audit systems, referral pathways, individual care plans and shared care pathways.
* Support other professionals in the delivery of a range of prevention and education programmes in line with best practice to the community, voluntary and statutory sector.
* Provide key work and co-produced support planning for Service Users who have mental health and substance misuse issues with relevant interventions to help successful recovery in line with Service Users’ personal goals.
1. **Diversity and inclusion:** Understand and acknowledge the various dimensions and context of people, providing their families (biological, adopted, nuclear and extended) with information, encouragement, education and support to engage in recovery.
* Recognise the cultural status of a service user, their family and community, and the importance of family and community in all aspects of service delivery.
* Ensure significances and differences in cultural context are incorporated into services provided.
* Respond effectively to people in relation to their gender, culture, age, ability and sexuality
* Ensure service delivery is delivered within an anti-discriminatory framework.
1. **Language:** Understand the importance of language, both spoken and unspoken, across a variety of local contexts, and is able to either personally apply appropriate communication techniques in working with ethnic communities’ and people or know where such skill is available.
2. **Accountability, Quality and Research**: Meet standards of accountability and contribute to the overall development of practice within the Youth Alcohol and other Drug Mental Health and addiction sector.
* Keep client records in accordance with Alcohol Forum Ireland’s policies and procedures.
* Input case records and service user data into online data management systems.
* Participate in service evaluations and reviews.
1. **Supervision : Reflective practices and professional development**: Reviews and reflects on professional practise and participates in ongoing professional development.
* Seek appropriate supervision and negotiate with line manager framework for own supervision contract.
* Bring work to supervision and use supervision provided appropriately.
* Reflect on and evaluate your own values, priorities interests and effectiveness.
* Incorporate new knowledge into the development of your own practice.
1. **Stigma and discrimination:** Use strategies to challenge stigma and discrimination and promotes social inclusion.
* Provide services that reduce the stigma and discrimination experienced by our youth their family and community.
1. **Ethics, Law and Policy:** Practises in accordance with ethical, legal and professional practice standards.
* Carry out all duties in accordance with Alcohol Forum Ireland Policies and Procedures, Freedom of Information Act, Data Protection Act, and requirements of relevant professional accrediting bodies, ensuring confidentiality and security of all records.
* Respect the rights of young people and their families.
* Abide by appropriate professional code of ethics.
* Comply with HSE and Tusla policies and review procedures related to risk management, audits and clinical responsibility.
* Comply with Alcohol Forum Ireland’s Health and Safety Policy and Procedures.
* Complete training and adhere to all fire safety regulations.
* Complete weekly timesheets.

**Other Duties:**

**Working within teams’ organisations and systems**: Works effectively as a team member and contributes towards organisational and inter-organisational effectiveness.

* Develop the trust and support of colleagues and team members.
* Develop the trust and support of your manager.
* Engage in close joint-working with other agencies, to meet the needs of our youth and their family.
* Attend such meetings, as may be required, by Alcohol Forum Ireland.

**Working with Communities**

* Support community wellbeing initiatives and the harms related to youth alcohol, other drugs and mental health as appropriate.

**Any other reasonable task that may be required.**

All interventions are to be delivered in line with Alcohol Forum Ireland’s Equal Opportunities Policy, particularly concerning age, culture, ethnicity, gender, sexual orientation, religion, and educational ability. This job description is subject to review and revision, as agreed by the post-holder and the Chief Executive Officer Alcohol Forum Ireland (or their delegate), to maintain a relevance to work undertaken and any changes to the demands of the internal, or external environment.

**Personal Specification.**

**Essential Criteria**.

* Professional Qualification in Nursing, Psychology or Psychotherapy, Social Work/Social Care, Counselling, Youth and Community Work or related Social Science discipline minimum level 8 (as per the National Framework of Qualifications)- www.nfq-qqi.com).
* A minimum of 2 years’ cumulative experience (paid and voluntary capacity) of direct work in Mental Health, Health & Social Care or related fields.
* A minimum of 2 years working with young people aged 12-18 in a structured environment.
* Have experience of working with young people who are vulnerable and have both mental health and alcohol and other drug challenges.
* Ability to use I.T. systems – Microsoft Word, Excel, email and manage information on a service user data base system.
* Must have a full driving license and access to a car with relevant business insurance. *(Please note this driving criteria will be waived in the case of an applicant whose disability prohibits driving but who is able to demonstrate their ability to meet the mobility requirements of the post).*
* In addition, successful applicants must be available to work irregular hours including evenings, and weekends.

**Desirable Criteria**

* Qualification in or have completed training in Motivational Interviewing and/or Cognitive Behaviour Therapy (CBT).
* Have ACRA / CRA / CRAFT qualification.

**Shortlisting**

Applicants may be short listed for interview based on the information supplied in the application form.

This Post is subject to Garda Vetting.