

## **JOB DESCRIPTION**

<b>Post:</b>	Specialist Support Worker – Dual Diagnosis
<b>Responsible to:</b>	Team Leader / Head of Services
<b>Hours per week:</b>	36 hours per week
<b>Salary:</b>	£28,153.13 per annum for 36 hours
<b>Contract:</b>	Permanent
<b>Annual Leave:</b>	26 days per annum plus bank holidays (pro rata for part time)
<b>Pension:</b>	5% Employer's Contribution

Training opportunities will be provided and tailored to the needs of the successful candidate.

### **About the Role**

We're looking for a Specialist Dual Diagnosis Support Worker with expertise in mental health and addiction to join the Jimmy's team. Based at 451 which is our complex needs hostel, you will support residents with needs arising from both addiction and mental ill-health.

This completely new role presents an exciting opportunity for someone skilled, experienced and passionate to make a real difference to the lives of some of the most vulnerable people in Cambridge. The work you do will help people to take their first steps towards recovery and independence.

At Jimmy's, we're committed to Relationship-Based and Strengths-Based practice. Because of this, we give our staff the time, support and resources they need to build a genuine and meaningful rapport with our residents, because we recognise that trust doesn't come easily for the people we support.

### **Working hours**

Our intention is for the post holder to work 36 hours per week between the hours of 9-5, with opportunities for overtime. However, we welcome requests for flexible working or part-time hours.

We are also keen to support the development of our staff, and offer all support staff the opportunity and training to participate in our on-call rota. This role would therefore suit someone looking to take their first steps into management.

### **Main duties & responsibilities**

- Undertake holistic needs assessments.
- Undertake interventions to support harm reduction and minimization.
- In partnership with our residents, produce realistic and flexible support plans that promote recovery and independence.

- Work closely with non-specialist support workers to advise on interventions and approaches to meet individual needs.
- Help reduce episodes of crisis and assist residents/participants to access services which can offer alternatives to crisis support.
- Provide high-quality support to residents in line with Jimmy's values, policies and procedures.
- Build positive, professional and trusting relationships with residents, using trauma-informed, strengths-based, relationship-based and person-centred approaches.
- Develop, implement and review individual needs assessments, risk assessments and support plans.
- Work jointly with partner agencies and professionals to achieve positive support outcomes.
- Advocate on behalf of residents where appropriate to help them access the services and support they need.
- Contribute to the delivery of meaningful activities for residents and for those accessing the day service and waiting list provision.
- Help maintain a safe, secure, welcoming and well-functioning living and working environment.
- Maintain accurate, timely and professional records using relevant databases and systems.
- Communicate effectively with colleagues and contribute to clear handovers to ensure continuity and consistency of support.
- Respond appropriately to challenging situations and carry out dynamic risk assessments where necessary.
- Always maintain clear professional boundaries.
- Actively safeguard residents from abuse, neglect, exploitation and harm in line with Jimmy's safeguarding procedures.
- Work positively as part of the wider Jimmy's team, contributing to a culture of professionalism, openness and respect.
- Attend team meetings, supervision, training and other development opportunities as required.
- Take responsibility for following policies and procedures relating to Health & Safety, Fire Safety, Safeguarding, Confidentiality and Lone Working.
- Undertake any other duties reasonably required from time to time in line with the nature and level of the post.

## **Person Specification**

### **Essential**

- Commitment to the core values of Jimmy's.
- A genuine interest in and commitment to supporting vulnerable adults with complex needs.
- Understanding and experience of supporting people experiencing mental ill-health and addiction.
- Ability to share dual diagnosis knowledge, skills and experience with others in the form of training and/or case consultation sessions.
- Previous experience in a similar role, providing interventions, assessments and support for dual-diagnosis clients.
- Ability to apply relapse prevention models to promote sustained recovery and harm reduction.
- A deep and nuanced understanding of the link between mental health, trauma and addiction.
- The ability to build genuine, meaningful and trusting relationships with people experiencing mental ill-health and addiction.
- A commitment to applying trauma-informed, strengths-based, relationship-based and person-centred approaches to support.
- Excellent communication skills, with the ability to engage effectively with residents, colleagues and partner agencies.
- Excellent IT skills and the ability to maintain accurate and up-to-date records.
- Ability to contribute to needs assessments, risk assessments and support planning.
- Ability to respond calmly and appropriately in challenging or crisis situations.
- Excellent planning, organisation and prioritisation skills.
- Ability to work both independently and as part of a team.
- Willingness to be hands-on and flexible in response to the needs of the service.
- Awareness of safeguarding and of legislation relevant to working with vulnerable adults and people with complex needs.
- An appropriate degree-level qualification which is relevant to the role, or significant relevant work experience in a similar role and setting.

### **Desirable**

- Understanding of legislation such as the Care Act 2014, the Mental Capacity Act 2005 and safeguarding practice.



## **Jimmy's Core Values**

There are seven core values that all employees should be able to demonstrate.

- ✓ Confidentiality
- ✓ Honesty
- ✓ Inclusion
- ✓ Professionalism
- ✓ Passion for the work we do
- ✓ Empathy
- ✓ Respect