# **PERSON SPECIFICATION: NBPS PRACTITIONER POST REF: SR-107046**

| REQUIREMENTS | ESSENTIAL CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)  | DESIRABLE CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
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| * **Educational/vocational/ occupational qualifications and/or training**
* **Specific qualifications (or equivalents)**
 | NVQ level 3 in Health and Social Care, and/or equivalent professional qualification (e.g. Health Care, Nursing, Social Work, equivalent overseas qualification). (F)Psychosocial/therapeutic related qualification/s or training. (F)Up to date training in MI, ITEP and NBPS. (F) |  |
| * **Work or other relevant experience**
 | Experience in providing evidence-based treatment interventions to substance misusers, families and/or carers in a community-based setting. (F), (I)Experience of providing individual and group work support within a health and/or social care setting. (F), (I)Experience of contributing to specific areas of service development or initiatives within a health and/or social care setting. (F), (I)Experience of providing interventions that support individuals to develop their personal strengths. (F), (I)Experience of working as part of team, taking collective responsibility for meeting service objectives. (F), (I) |   |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** |

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| --- | --- | --- |
| **Skills, abilities, knowledge and competencies** | Ability to provide information, advice and support to service users, families and cares in the achievement of individual and/or family objectives in order to meet the recovery goals of those individuals. (F), (I)Ability to respond positively and flexibly to new developments and demands arising in the workplace and to successfully support colleagues through periods of change. (F), (I)Ability to take a proactive approach to the maintenance of detailed case recording and data monitoring systems. (F), (I)Ability to solve problems in a logical and solution-focused manner and take decisions appropriate to the scope of a recovery worker role (F), (I)Ability to organise, case coordinate, prioritise and deliver individual and/or group interventions. (F), (I)Ability to develop and deliver programmes of structured interventions for substance misusing individuals that support change and positive outcomes. (F), (I)Ability to produce written reports to a standard that is appropriate to a range of audiences (internal and external). (F), (I)Commitment to the continuous improvement of services and the ability to develop new and creative initiatives to effect these improvements. (F), (I)Commitment to maintaining an up to date and comprehensive knowledge base on the wider policy context within which services are delivered. (F), (I)Commitment to the maintenance of high standards of service delivery and the ability to implement and sustain these. (F), (I)Ability to positively engage in service promotion and liaison with external agencies in a range of different contexts. (F), (I)Ability to engage with communities to identify and access potential recovery resources. (F), (I)Commitment to work collaboratively and proactively with colleagues for the achievement of service objectives and to operate as an effective and pro-active member of the team. (F), (I)Commitment to continuous improvement in professional competence and skills in order to provide a high standard of recovery-focused care to service users. (F), (I)An in-depth understanding and knowledge of the harmful effects associated with drug misuse in relation to health, social welfare, housing, employability and personal and social relationships. (F), (I)An understanding/awareness of current national policies on substance misuse and the strategies that influence the priorities of treatment services. (F), (I)An in-depth knowledge and understanding of the treatments and interventions available to substance misusers.Knowledge and understanding of the principles of good practice in relation to therapeutic approaches to behaviour change. (F), (I)Knowledge and understanding of the principles in relation to monitoring client outcomes and the delivery of high quality and responsive psychosocial interventions. (F), (I)Knowledge and understanding of policies related to the safeguarding of children and vulnerable adults and how these affect practice. (F), (I)Knowledge of models of recovery, and an understanding of the role of the community in supporting recovery. (F), (I) |  |
| * + **General competencies**
 | A commitment to equality of opportunity and anti-discriminatory practice that is reflected in professional relationships with service users, colleagues and the general public. (F), (I)A desire to work within, and contribute to, a culture that is positive, dynamic, forward thinking and outcomes-focused.Willing and able to work flexibly to cover evening and weekend duties to meet the demands of the service. (F), (I) |  |
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Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.