



PERSON SPECIFICATION (Drug and Alcohol Recovery Practitioner)

	Essential	Desirable
Academic/Vocational Qualifications	NVQ Level 3 in Health and Social Care or a commitment to complete an equivalent professional qualification in a related field. Certificate in the Management of Drug Misuse Part 1 (RGCP 1) or a commitment to undertake.	Experience of working in a similar role. Basic First Aid Certificate. Fire Safety Certificate. Willingness to complete additional relevant courses identified and funded by The Bus Shelter.
Experience/ Knowledge and Skills	Extensive experience of front line working with vulnerable people who have a combination of needs relating to substance misuse, mental health issues or a background of complex trauma. In depth knowledge/ awareness of the current national and local guidelines and protocols on substance misuse treatment and recovery. Experience of assessment and working with substance misuse clients to assist them to identify their own resources aspirations and priorities. Experience of supporting individuals to develop, implement and review their own recovery plans. Experience of providing a range of evidence based, psychosocial treatment interventions in both 1`-1 and group work sessions.	Experience in a similar role. Experience of working in a trauma informed environment. Experience of working in a supported living or residential setting.

	Experience in building strong relationships with partner organisations and the local community. Confident using the full range of windows programmes and specific IT software. Effective written and verbal skills and ability to maintain accurate and timely records. A working knowledge of confidentiality and safeguarding adults.	
Personal attributes	Passionate about supporting and empowering people with multiple and complex needs. Ability to deal with the emotional content of sessions and constructively challenge abusive, aggressive or discriminatory attitudes and behaviour. Demonstrate resilience and have the ability to retain an impartial and non- judgemental approach ensuring that all guests and staff are treated equally and fairly. Excellent communication skills and confident to liaise with a wide range of professionals and provide advocacy for guests as when required. Confident to work alone with people who may present challenging behaviour. Working as part of a team demonstrate an enthusiastic, creative and proactive approach in order to provide the best possible person-centred care.	

	Demonstrate understanding of challenging behaviour as a support need and have the ability to offer genuine and flexible support whilst respecting and protecting professional boundaries. Prioritise own workload and willing to work flexibly and adapt to changing priorities when the need arises.	
Other	UK valid Driving Licence Access to a car	