

Post Specification

Post Specification - Key Information

- **Post Title: Youth Substance Intervention Worker**
- **Date: June 2026**
- **Post Group Number: 9078**
- **Job Family: People Care and Development**
- **Job Family Role Profile: PCD8ii**
- **Final Grade: Grade 9**

To be read in conjunction with the job family role profile.

Service Area Description

The Youth Justice and Prevention Service works with children and young people aged 10–17 to prevent offending and reoffending and support positive, long-term outcomes. The service delivers statutory youth justice functions while prioritising early intervention, diversion, and prevention to reduce unnecessary criminalisation.

Operating within a child-first, trauma-informed approach, the service addresses the underlying causes of offending, including exploitation, education exclusion, substance misuse, mental health needs, and family adversity. Public protection and victim confidence are central to all decision-making.

The service works in close partnership with Police, Courts, Children's Social Care, Education, Health, Probation, and the voluntary sector to deliver coordinated, effective interventions. It is committed to tackling disproportionality, promoting inclusion, and using evidence-based practice to achieve better outcomes for children, families, and communities.

Purpose of this Post

To achieve positive outcomes for young people in Westmorland and Furness through the development and delivery of early help and more targeted support, with a particular focus on Substance Misuse.

Key Job Specific Accountabilities

- Engage with young people aged up to 18 who present with substance misuse needs including, but not limited to, alcohol, cannabis, and New Psychoactive Substances (NPS) through a range of approaches such as home visits, work within the family setting, group work, and detached youth work in community settings.
- Act as a rapid and accessible first point of contact for young people in crisis relating to substance misuse, including those presenting at A&E, coming to the attention of the police, involved in the criminal justice system, or identified by partner organisations through Family Help or other non-statutory pathways.
- Provide advice, consultation, and professional guidance to colleagues working with young people in statutory, formal, or Family Help contexts (e.g., Children in Need, Child Protection,

Youth Justice Service). Where appropriate, offer time limited direct intervention to support positive outcomes for young people.

- Deliver a varied and responsive range of health and well-being programmes at times when young people are most likely to need support. While primarily focused on substance misuse (including alcohol, cannabis, and NPS), this work will also encompass physical, mental, emotional, and sexual health support, and other early help functions as required.
- Provide clear, accurate information and harm reduction advice related to substance misuse and associated risk-taking behaviours, supporting young people to make safer and more informed choices.
- Share skills, knowledge, and good practice across Children's Services and wider partner agencies, contributing to capacity building, improved multiagency responses, and the identification of gaps in service provision.

Please note: Annual targets will be discussed during the appraisal process.

Key Facts and Figures of the Post

- **Budget Responsibilities:** None
- **Staff Management Responsibilities:** None
- **Other:** None

Essential Criteria

- **Qualifications:**
 - Educated to NVQ3, or equivalent, or equivalent relevant experience within the relevant work area.
- **Knowledge:**
 - Good knowledge of legislation and guidance, in particular Westmorland and Furness Childrens Safeguarding Partnership Threshold guidance, DfE "Working Together", and the Westmorland and Furness Partnership Family Help Strategy.
 - Knowledge of child protection and safeguarding.
 - Good understanding of evidence-based approaches to working with vulnerable young people and their families.
 - Good knowledge of relevant agencies in Westmorland and Furness who offer services targeted at young people and their likely support needs.
- **Experience:**
 - Track record in delivering effective needs lead interventions to improve outcomes.
 - Experience of partnership working and multi-agency working.
 - Experience and understanding of the challenges and barriers to engaging vulnerable young people and their families.
 - Experience of working with young people
- **Expertise:**
 - Ability to engage with and relate to young people in a respectful way to build a positive working relationship.
 - Ability to organise work and so deliver to time, budget and agreed quality standards.

Disclosure and Barring Service (DBS) Checks

- This post requires a DBS check.
- The level of check required is *(remove others not required)*:
 - DBS Enhanced - Children

Job Working Circumstances

- **Emotional Demands:** Working with people who may be distressed / disadvantaged. Role often deals with distressing situations for the young person.
- **Physical Demands:** None
- **Working Conditions:** May experience abusive and / or aggressive behaviour

Other Factors:

- Requirement to travel in order to deliver work across all of the Westmorland and Furness Local Authority footprint
- Driving with a full driving licence with entitlement to drive in the UK and access to a vehicle is essential