Post Specification

Post Specification - Key Information

- **Post Title: Substance Intervention Worker**
- **Date: September 2026**
- **Post Group Number: WAF0005**
- **Job Family: People Care and Development**
- **Job Family Role Profile: PCD8ii**
- **Final Grade: 9**

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

Service Area Description

The Access to Education Service works with vulnerable children and young people to reduce barriers to education by ensuring their needs are adequately assessed and provision made enabling them to access learning and social opportunities which support them achieve their potential.

Purpose of this Post

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

Key Job Specific Accountabilities

- Undertake comprehensive assessments of substance use, identifying risks, strengths, and the impact on the individual, family members, and wider support networks.
- Support individuals to access appropriate treatment, recovery, health, and wellbeing services, advocating where required.
- Work collaboratively with partner agencies, including health, social care, education, housing, probation, and voluntary sector services, to coordinate effective support.
- To act as an advisor to professionals working with people in a statutory /formal capacity (e.g. Children in Need, Child Protection, Youth Justice Service) and, as appropriate, offer time limited direct support to young people and adults.
- Using a variety of methods, at times when people are most likely to need support, deliver a varied and appropriate range of supportive health and well-being programmes. This will primarily focus on substance misuse (in particular, but not limited to, alcohol, Cannabis, and New Psychoactive substances [NPS) but will also including physical, mental, emotional, sexual health, and other thematic functions as required.

- Deliver information and harm reduction advice, relating to substance misuse and related risk taking behaviour.
- Share skills and knowledge with Children's Services colleagues and other professionals across all agencies and identify gaps in provision.
- Support practitioners to develop effective safety plans for young people and adults, ensuring that immediate risks are managed and that plans promote sustainable recovery, build resilience and address the risk of relapse.

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 WFSCP Thresholds guidance, DfE "Working Together", and the WFSCPs 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 children, young people and adults.

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.

Expertise:

- Ability to engage with and relate to young people and adults 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:
  - DBS Enhanced – Children

Job Working Circumstances

- **Emotional Demands:** There may be occasions where young people and their families are struggling to regulate their emotions due to the trauma they have experienced. They may feel anxious or overwhelmed.
- **Physical Demands:** Normal
- **Working Conditions:** The post holder may, at times, encounter individuals who are distressed, upset, or displaying challenging behaviours as a result of trauma, crisis, or complex life experiences.
- **Other Factors:** None

Other Factors

- Ability to travel across the Westmorland and Furness footprint.