Job Description

Job Title	Harm Reduction Lead
Function	Service Delivery – Lead Practitioner
Department/Team	New Vision Bradford
Reports to	Area Manager
Direct Reports	0
DBS Check Level Required	Enhanced
Grade/Job Evaluation Level	Implement – Expert Support/Supervisor
Salary Banding	Key Contributor B
Created/Reviewed date	15/10/2026

You will be working for
(Description of Waythrough and specifics of Service/Function/Office)

Waythrough are specialists in mental health, alcohol, drugs and related areas. We provide high quality, evidence-based services, which are designed around the needs of the people we support. Our vision is to break down the barriers that stop people getting the support they need to live a life they value. Our new ten-year strategy "The Way Ahead" has recently been launched outlining our plans for system leadership, developing our people and investing in innovation

Purpose of the Role

The post holder will be an integral member of a dynamic multi-agency team, developing a Harm Reduction strategic action plan to ensure Harm Reduction is embedded into wider service provision, delivered effectively, and operated within quality frameworks.

Key Accountabilities
(List of accountabilities specific to this role)

To develop and lead a strategic Harm Reduction plan, including NSP, Naloxone and Hep C provision, working with key stakeholders including partner agencies, project managers, area managers and commissioners.

Core accountabilities:

- Take the lead in the development of key areas of work relating to Harm Reduction.
- Develop and lead on a strategic Harm Reduction plan, to include NSP, Naloxone and Hep C provision.
- Work collaboratively with partner agencies and key stakeholders to develop and promote effective working relationships to ensure Harm Reduction is embedded into wider service provision.
- Promote delivery of key service functions across the county ensuring service users have access to BBV testing and immunisation, community and pharmacy needle syringe provision and Naloxone.
- Analyse information and utilise data to continuously improve the Harm Reduction offer.
- Work closely and collaboratively within the multi-disciplinary team across the service and externally, providing advice and reports/information to managers and other colleagues, through attendance at strategic meetings, forums, team meetings, supervision and via telephone conversations.
- Keep up to date with new developments in Harm Reduction and respond to changes in legislation.
- Attend relevant strategic forums/meetings, including the national Harm Reduction forum and networks within the county.
- Work as part of the local management team and participate in working thematic groups and corporate activities.
- Identify and prevent potential harm to service users and others by following local and organisational safeguarding guidelines, including referral to and engagement with relevant safeguarding authorities.
- Contribute to the development of company strategy by communicating and implementing objectives and priorities at project level.

- Reduce substance related harm to the individual and wider community, including supporting peer/volunteer harm reduction strategy.

Role specific responsibilities – Harm Reduction:

- Lead, alongside the clinical and operational teams, on key harm reduction workstreams such as County Wide Naloxone provision, BBV testing and treatment, Needle Syringe Programmes and drug related deaths, linking in to wider local and national strategies.
- Work with local, regional and national data to analyse and identify trends to inform and plan for future service delivery needs.
- Lead on the development and delivery of Peer-to-Peer Naloxone.

General Accountabilities
(List of accountabilities applicable to all roles)

- Undertake continuing professional development including participating in supervision, performance appraisals and attending training as/when required.
- Work in accordance with all relevant legislation, policies & procedures and guidelines – both internal and external. This includes Waythrough's clinical governance framework.
- Maintain accurate and up to date records and reports and provide written and verbal reports as required.
- Keep abreast of policy and professional development within your area of professional expertise.
- Work flexibly across the specified operational sites and within an agreed number of hours to maintain appropriate service provision, this may include evening and weekend working.
- To promote, adhere to and live our workplace values of being honest, committed and inventive.

Values and Competencies

Our Values

- **Kindness**

- **Courage**
- **Respect**

Our Competencies
• **Lead and Inspire** – Defines the future direction of Waythrough through identifying current and future challenges and longer-term opportunities. • **Create and Innovate** – Takes a solutions-focused approach to the challenges we face as an organisation. Looks at new ways of working and responding innovatively with new ideas or developing current approaches to meet organisational needs. • **Developing Our Talent** – Creates a positive and supportive environment in which individuals can grow and develop enabling them to realise their full potential. • **Impactful Communication** – Shares information and presents ideas or themes clearly and convincingly so that others see us as open, transparent and credible, and want to engage with us. • **Delivering Results and Achieving Greatness** – Focuses on our individual drive and personal focus to succeed in delivering against our key business objectives and targets. • **Service Excellence** – Continues to build on Waythrough's reputation within the industry, becoming a "provider of choice" recognised by external bodies as meeting the diverse needs of our customers and delivering the highest standards of service delivery. • **Working Together** – Defines how we work with each other and our customers, partners, commissioners and stakeholders.

Person Specification

Technical / Professional Qualifications	Essential or Desirable
NVQ Level 3 in Health & Social Care (or above or equivalent) or willing to work towards this in post.	**Essential**
Relevant professional qualification e.g. addiction studies, counselling, social work, therapeutic qualification.	**Desirable**

Skills	Essential or Desirable
Proficient in Microsoft Office programmes, including Outlook, and use of social media networks.	**Essential**
Knowledge / Previous Experience	**Essential or Desirable**
Understanding of and ability to implement interventions, including brief interventions, MI, PSIs, CBT and ITEP.	**Essential**
Working with models of service delivery, and issues relating to harm reduction planning and substance misuse.	**Desirable**
Working with best practice frameworks e.g. NICE, DOH, NTA, NMC, Care Quality Commission & Caldicott Standards.	**Desirable**
Carrying out assessment, recovery planning and risk management plans.	**Desirable**
Delivering 1-2-1, group interventions and harm reduction training for staff and service users.	**Essential**
Knowledge of working within Safeguarding and Hidden Harm.	**Desirable**
Experience of working with carers and families.	**Essential**
Experience of using Management Information Systems and social media networks.	**Desirable**