Job Description Template

Job Title	Youth Justice Service Drug & Alcohol Practitioner
Reports to	Lead Practitioner & Service Manager
Direct Reports	0
Dimensions (budget, people span of control)	N/A
DBS Check Level Required	Enhanced Adult & Child barred
Grade/Job Evaluation Level	Core – Coordination – Individual Contributor C
Salary Banding	£25,877.80 - £34,240 per annum
Created/Reviewed date	

You will be working for
Waythrough launched in October 2024 following the merger of Humankind and Richmond Fellowship (RF). Aquarius supports people in the Midlands affected by substance use or gambling. It was a subsidiary of Richmond Fellowship and became part of Waythrough in April 2026. We 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.

Purpose of the Role

The core focus of this job is to ensure that all young people supervised by the Youth Justice Service (YJS) are assessed and treated for drug and alcohol usage with the aim of minimising harm to them and preventing and reducing offending. The postholder will do this through the provision of advice, guidance and support to members of staff within the YJS team.

The postholder will provide specialist drug and alcohol support to children and young people at risk of or using substances, enabling them to make informed choices and build resilience to substance use.

Key Accountabilities

- Undertake assessments of children and young people supervised by the YJS according to standards and targets established by the Youth Justice Board and North Yorkshire YJS.

- Provide case management for children and young people which includes referral and assessment, risk management and care planning, discharge and aftercare planning ensuring accurate and timely recording on the appropriate case management system.

- Work collaboratively with partner agencies to undertake shared assessments, key working and interventions to promote children and young people progression from engagement, through structured treatment to self-sustained recovery.

- Improve outcomes for children, parents, carers and families of services users by reducing the impact of drug and alcohol related harm on family life and promote positive family involvement in recovery.

- Identify and prevent potential harm to children and young people and others by following local and organisational safeguarding guidelines, including referral to and engagement with relevant safeguarding authorities.

- Promote visible recovery across the service and ensure peer support opportunities are relevant and accessible for children and young people and their families.

- Work closely and collaboratively within the multi-disciplinary team across the service and externally, providing advice, reports and information to managers and colleagues, through attendance at reviews, team meetings, supervision and via telephone conversations.

- Provide targeted outreach and in reach, diversionary activities, satellite advice and information services with partner agencies.

- As a member of the Youth Justice Service, support the delivery of key priorities and targets outlined in the YJS Strategic Plan.

- Work flexibly across operational sites and within an agreed number of hours to maintain appropriate service provision, this will include evening and weekend working.

General Accountabilities

- Undertake continuing professional development including participating in supervision, performance reviews and attending training as/when required.
- Work in accordance with all relevant legislation, policies & procedures and guidelines – both internal and external.

- Keep abreast of policy and professional development within your area of professional expertise.
- To promote, adhere to and live our workplace values of being honest, committed and inventive.

Values and Competencies

Our Values
• **Kindness** - Be generous, caring and compassionate • **Courage** - Be bold, trust, commit • **Respect** - Everyone deserves dignity

Person Specification

Qualifications	Essential or Desirable
NVQ Level 3 in Health & Social Care or equivalent qualification; or willingness, ability and commitment to achieve qualification.	**E**
Relevant professional qualification e.g. addiction studies, youth work, counselling, social work, therapeutic qualification.	**D**

Skills	Essential or Desirable
Proficient in Microsoft Office programmes & case management systems.	**E**
Communicates effectively and accurately in writing, using existing documents, formats and styles.	**E**

Experience/Knowledge	Essential or Desirable
Experience of working with children, young people & families (including carers & parents). Can demonstrate experience of working with vulnerable young people.	**E**
Experience of undertaking comprehensive assessments of substance misusers with complex requirements.	**E**
Understanding of and ability to implement interventions based on the whole family approach, including brief interventions MI, PSIs, CBT and ITEP.	**E**
Delivering 1-2-1 and group therapeutic interventions	**D**
Direct experience of working with problem drug users within the criminal justice system.	**D**
Working with best practice frameworks e.g. NICE, DOH, NTA, NMC, Care Quality Commission & Caldicott Standards	**D**