Job Description Template

Job Title	Young Peoples Substance Misuse Practitioner
Function	Service Delivery
Department/Team	Young People's Team
Reports to	Lead Practitioner/ Service Manager
Direct Reports	N/A
DBS Check Level Required	Enhanced
Grade/Job Evaluation Level	Core – Coordination – Individual Contributor C
Salary Banding	£25,877.80 - £34,240 per annum
Created/Reviewed date	13/05/2026

You will be working for
Waythrough launched in October 2024 following the merger of Humankind and Richmond Fellowship. Our vision is to break down the barriers that stop people getting the support they need to live a life they value. We tackle poverty and disadvantage in communities, through mental health, drug and alcohol, housing and related support. We have almost 200 services around England – and nearly 3,500 amazing staff and volunteers who run them. Every year our services support around 125,000 people.

Purpose of the Role

To provide specialist drug and alcohol treatment and support for young people age 10 – 21 years and support with the delivery of structured group work, and specialist interventions enabling young people to make informed choices and build resilience to substance use

Key Accountabilities

- Manage a caseload of Young People, devising, implementing and reviewing on-going recovery plans and treatment, liaising closely with the full range of workers and skills within the service team, including family members and significant others as appropriate
- Develop and deliver quality programs and packages of work/ psychosocial interventions that meet local need across both group work and one to one format
- Facilitate access to treatment and community resources to increase recovery and social capital, supporting service users and their families within their local community.
- To liaise and network with a wide range of professionals working with young people, maintaining effective partnerships and working agreements to improve the outcomes for the individual
- To 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.
- Support young people to move on from the service when they are ready into sustainable education, employment, and universal youth provision
- Support good communication systems within Waythrough, including contributing to team meetings, and externally with partners, whilst maintaining confidentiality
- To proactively maintain professional knowledge regarding trends, policies and legislation in relation to working with children and young people

General Accountabilities

- 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.
- Keep abreast of policy and professional development within your area of professional expertise.
- Promote, adhere to and live our workplace values of being kind, courageous and respectful.

Additional Information
N/A

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 above or equivalent) or willing to work towards this in post.	**E**
Relevant Professional Qualification at Level 3 or above in relevant discipline i.e. youth and community work, substance misuse, social work, etc	**D**

Skills	Essential or Desirable
Proficient in Microsoft Office programmes	**E**
Excellent computer literacy and data entry skills	**E**
Effective communication and report writing skills	**E**

Experience	Essential or Desirable
Experience of working with young people and empathy with and understanding of the issues they face	**E**
Experience of drug and alcohol-related work and an understanding of the problems associated with substance use, knowledge of drug issues and relevant legislation	**E**
Experience of delivering family focussed interventions	**E**
Experience of working with Young People on a one to one to basis and within groupwork settings delivering therapeutic interventions	**D**
Experience of designing, developing and facilitating innovative groupwork sessions	**D**
Carrying out assessment and recovery planning and risk management plans.	**D**
Experience of applying safeguarding children and adults procedures and legislation.	**E**