**JOB PROFILE**

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| **POST:** | Family Intervention Worker |
| **SALARY:** | £25,215 pro rata |
| **HOURS:** | 17.5 hours per week |
| **RESPONSIBLE TO:** | Big Manchester project manager and employing manager |
| **DURATION:** | till 31.08.2022 with possible extension till 2024 |

**JOB PURPOSE:**

The Big Manchester project is a collaborative approach between 5 VCS agencies to establish a new service for children affected by parental mental health, substance misuse and/or domestic abuse working directly with children aged 5-10 and their parents/carers. Experienced in one of the specialist areas, you will develop and deliver the Big Manchester Project.

You will be skilled in partnership working, with the ability to hold family budgets and develop a whole family approach to protect children and families from harm and improve family functioning. The three-year project will disseminate learning to communities and professionals across the city.

From your chosen specialist area, you will work with children and their families who are affected by either: parental substance misuse, mental health or domestic abuse.

* To develop an integrated approach within the Big Manchester Project and with partner agencies across the city
* To engage vulnerable families to reduce the (Substance, Domestic Abuse or Mental Health) related harm so children can grow and develop to reach their full potential.
* To build resilience and promote emotional wellbeing
* To improve parenting with parents and carers to improve family functioning.

**MAIN DUTIES AND RESPONSIBILITIES:**

1. To contribute to the development of the innovative Big Manchester project.
2. To undertake whole family assessments (including EHA’s), complete risk assessments and develop innovative care plans that promote positive outcomes for children and families.
3. To effectively manage a complex caseload, prioritising tasks in line with other duties, and work in partnership with other agencies in order to meet the family’s needs and to safeguard and protect children and families from harm.
4. To coordinate care and manage a family budget to spot purchase a range of interventions for families.
5. Through working directly with children and families in a variety of settings in accordance with Think Family and the whole family approach, to provide opportunities for all family members to explore the impact of domestic abuse/substance misuse or mental health. The direct work with children will incorporate using therapeutic play techniques.
6. Ensure that client records are up to date, accurately recorded and input onto Barnardo’s electronic case management and monitoring system
7. To complete written reports, including court reports, and client updates that are appropriate to the audience for which they are written that succinctly present and appraise options and make clear recommendations for action.
8. To provide advocacy, emotional and practical support in relation to family’s needs.
9. To apply a range of evidence-based approaches within your specialism, to the work of Big Manchester.
10. To deliver a range of creative and therapeutic interventions to children and families individually and in a group.
11. To work effectively with other service providers, agencies and specialist services in order to achieve positive outcomes for children and families
12. To develop and deliver training and workshops to a wide-ranging audience in line with developments from the Big Manchester Project.
13. To follow strict confidentiality and data protection procedures.
14. To attend relevant training courses/conferences in consultation with line managers and provide feedback to colleagues on training courses attended as requested.
15. To maintain contact and share good practice from the project within employing organisation
16. To keep up to date on new legislation/national guidance relevant to the service and on any new developments within the field of working with complex families.
17. To undertake any other reasonable duties within the scope of the post as specified by their line manager from time to time in consultation with the post holder.
18. It is a duty of the post holder not to act in a prejudicial or discriminatory manner towards service users or employees and to be aware of the companies’ Equal opportunities policy
19. To promote, monitor and maintain health, safety and security in the working environment

**GENERAL:**

1. To follow confidentiality procedures as required by PTMWA and statutory legislation
2. To identify own training and development needs and participate in all training courses relevant to PTMWA’s commitment to providing high quality services
3. To work at all times with due regard to all the policies and procedures of PTMWA, both operational and non-operational, and participate in their development and amendment where required
4. To support awareness raising and fundraising efforts by contributing to, and participating in, publicity fairs and other events that promote and enable sustainability of PTMWA’s services
5. To be mobile and work across all areas of the city as required

**OTHER:**

* This post has been assessed and confirmed as open to women only under the Equality Act 2010, schedule 9, part 1
* This post is subject to an enhanced DBS check which will be carried out immediately on completion of a job offer being made and again every 3 years. Failure to engage in the completion of the relevant DBS application may result in the job offer being withdrawn.
* This job description attempts to cover the main duties of the post but is not intended to provide an exhaustive list of tasks. The postholder is therefore expected to undertake any other reasonable duties within the scope of the role as specified by their line manager.

**PERSON SPECIFICATION**

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| **CRITERIA** | **ESSENTIAL/**  **DESIRABLE** | **ASSESSED** |
| **EDUCATION/QUALIFICATION** | | |
| Relevant professional qualification, e.g. Social work, Youth Work, NVQ level 3 in Health and Social Care, and/or equivalent experience. | **D** | Application Form |
| **EXPERIENCE** | | |
| Recent and significant experience of undertaking direct work with vulnerable children/young people and/or engaging complex families in a 1:1 or group work setting. | **D** | Application Form/  Interview |
| Experience of undertaking comprehensive assessments within a partnership approach | **E** | Application Form/  Interview |
| Experience of engaging children and families in line with a whole family approach | **E** | Application Form/  Interview |
| Experience of following safeguarding and child protection policies and procedures | **E** | Application Form/  Interview |
| **KNOWLEDGE AND UNDERSTANDING** | | |
| Understanding child development, parenting capacity, environment and risk and protective factors. | **E** | Application Form/  Interview |
| Understanding of the impact domestic abuse and violence has on family members. | **E** | Application Form/  Interview |
| A good level of knowledge and understanding on the range of evidence-based interventions to assist children, young people and parents in facilitating change, improve family functioning, including issues related to substance misuse. | **E** | Application Form/  Interview |
| A good level of knowledge and understanding of children and family legislation, including national guidance and policy on safeguarding and DV & A. | **E** | Application Form/ Interview |
| Awareness of factors impacting on and issues facing vulnerable children and families. E.g. Disadvantage, poverty, disability | **E** | Application Form/ Interview |
| **SKILLS AND ABILITIES** | | |
| Ability to manage a complex caseload, prioritising tasks. | **E** | Application Form/  Interview |
| Ability to listen and communicate effectively with children and families. | **E** | Application form/ Interview |
| Ability to spot purchase interventions in line with the care planning process. | **E** | Application Form/ Interview |
| Ability to assess risk in relation to DV & A and developing care plans and risk management plans. | **E** | Application Form/  Interview |
| Ability to work flexibly and contribute to a developing project and work as part of a team. | **E** | Application Form/  Interview |
| Ability to plan, design, deliver & evaluate creative and therapeutic interventions to children, young people and families in a one to one or group setting. | **E** | Application Form/  Interview |
| Ability to plan, design, deliver & evaluate training and group work to service users and professionals | **E** | Application Form/  Interview |
| Ability to prepare and present reports in a professional, concise and meaningful manner. | **E** | Application Form/  Interview |
| Ability to work effectively in partnership with colleagues and other agencies to share knowledge, provide advice and training. | **E** | Application Form/  Interview |
| **OTHER** | | |
| Commitment to equal opportunities and anti-discriminatory practice | **E** | Application Form/  Interview |
| Willingness to undertake training and a commitment to continuous personal development | **E** | Application Form |
| Willingness to work flexibly and able to travel to different sites and venues | **E** | Application Form |
| Ability to use a computer for the purpose of data entry, case management, written correspondence and presentations | **E** | Application Form |
| Ability to work flexibly, evenings and weekends as necessary to meet the needs of the service. | **E** | Application Form |