

JOB DESCRIPTION

Job title:	Lead Substance Misuse Specialist
Directorate:	Service Operations
Location:	Hybrid working / travel across England, Scotland, and Northern Ireland as required
Reporting to:	Clinical Lead
Direct reports:	N/A
Pay grade:	Band 7
Type:	12 to 18 months Fixed Term Contract

VALUES FRAMEWORK

All staff are expected to know and understand the values of the organisation and uphold these values whilst at work.

- Together
- Focused
- Bold
- Personal

GENERAL OVERVIEW OF ROLE

The post holder will be responsible for the development and integration of UK-wide substance misuse specialist pathways and partnerships within a highly specialised military veterans psychological trauma service. The role is primarily developmental and strategic, focusing on building sustainable internal capability and external networks. The post-holder will lead on our substance misuse strategy, ensuring that pathways and partnerships are evidence-based, trauma-informed, veteran-centric and aligned with NICE approved best practice.

This Band 7 role is open to candidates from a range of professional backgrounds, including but not limited to nursing, psychology, occupational therapy, and psychotherapy. The successful candidate will demonstrate a strong understanding of medical, psychological and social approaches to the treatment substance misuse.

MAIN DUTIES AND KEY RESPONSIBILITIES

- Scoping, design and implementation of specialist substance misuse pathways.
- Develop service protocols, referral criteria and joint working agreements for veterans presenting with co-occurring substance use and PTSD / C-PTSD.
- Ensure alignment with NICE guidance and PTSD / C-PTSD care models.
- Deliver training and specialist advice/consultation on substance misuse to colleagues across the service.
- Participate in the development and implementation of clinical pathways for veterans, ensuring equitable access to care across all regions.
- Support the transition of service users to external specialist services where appropriate.
- Map and establish formal partnership arrangements with UK-wide statutory and third sector substance misuse providers including veteran specific organisations.

- Maintain up-to-date knowledge of relevant legislation, policies, and best practices in substance misuse and mental health.
- Provide expert clinical consultation to MDT colleagues regarding co-morbid substance misuse and trauma presentations.
- Support clinical formulation and risk management planning within the MDT.
- Maintain up-to-date knowledge of evidence-based interventions and approaches.
- Lead the integration of substance misuse awareness and assessment into the service's UK-wide clinical pathways.
- Design and deliver training and professional development programmes in the assessment and management of co-occurring substance misuse.
- Provide specialist supervision and mentoring to designated staff where substance misuse is a factor in clinical presentations.
- Develop accessible clinical resources and training materials for ongoing internal use.
- Negotiate referral and care coordination agreements, ensuring seamless transitions
- Contribute to audit, evaluation and service improvement projects.
- Support research and innovation.
- Provide specialist input to policy development, business cases and funding bids as required.
- Maintain active professional registration and CPD portfolio.
- Work within professional code of conduct and local clinical governance policies.

RISK MANAGEMENT

As an employee of the Charity, the postholder is required to be risk aware and readily able to identify risks faced in the course of day-to-day duties. Where a new risk is identified it is to be reported through the postholder's line manager.

INFECTION PREVENTION AND CONTROL

Maintain an up-to-date awareness of the Infection control procedures relevant to your area of work and implement these in practice. As a minimum this must include hand hygiene and the use of personal protective equipment as appropriate.

November 2025

Signature of postholder

Print name

Date
