

PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)

JOB DETAILS:

Job Title: Lead Substance Misuse Specialist

Department: Service Directorate

Location: Hybrid / travel across England, Scotland, and Northern Ireland as required

Status: 12 to 18 Months FTC

Hours: 37.5 pw

Reporting to: Clinical Lead

FACTOR	ESSENTIAL	DESIRABLE
Qualifications & Experience	- Registered / qualified healthcare professional (e.g. nurse, OT, clinical or counselling psychologist, accredited psychotherapist, or equivalent) - Post-graduate training in or substantial experience of direct delivery of substance misuse or addictions practice. - Minimum of 3 years' post-registration experience, including work with co-morbid substance misuse and mental health or trauma. - Experience of leading service development, pathway design and/or partnership work. - Experience teaching / training MDT colleagues. - Experience in clinical risk assessment and management of complex client groups. - Experience managing staff and stakeholders	- Relevant postgraduate qualification or training in addictions, dual diagnosis, trauma. - Experience in co-production and structured professional judgement approaches to risk assessment. - Experience in quality improvement activities and UK-wide service development. - Experience in veteran or military mental health settings. - Experience leading cross-sector collaboration.

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Skills & Knowledge Range and level of skills	• In depth understanding of substance misuse assessment and intervention approaches. • Knowledge of NICE guidance relevant to substance misuse, PTSD / C-PTSD. • Knowledge of current legislation and initiatives within substance misuse and mental health.	• Knowledge of veteran-specific health and social care landscape. • Understanding of trauma-informed care-principles and their application in operational service design.
Personal Attributes The personal qualities required e.g. exercising initiative, organising, problem solving	• Strong communication, negotiation and partnership building skills. • Commitment to the values of care, respect, and inclusivity is essential	
Other Requirements	• The post is subject to a Disclosure and Barring Service (DBS) check • Must have the right to work in the UK	