**Practitioner – Risk and Resilience**

**Job Description and Personal Specification**

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| **Role:**  | Practitioner – Risk and Resilience  |
| **Place of work:**  | London Borough of Merton  |
| **Hours of work:**  | Full time, 37 hours per week  |
| **Salary/Grade**  | Up to £29,000 per annum  |
| **Reports to:**  | Senior Practitioner – Risk and Resilience  |
| **Level of screening:**  | Enhanced DBS  |

# Who we are

Catch22 exists to help build a society where everyone has a good place to live, good people around them, and a fulfilling purpose. [We call these our '3Ps'. W](https://www.catch-22.org.uk/about/our-vision/)e achieve this in two ways. Firstly, we improve lives on the frontline through delivery of public services.

Secondly, we use our knowledge to change 'the system', to fix the complex web that can trap and disempower those it was set up to help. With the heart of a charity and the mindset of a business, we are uniquely placed to deliver on this challenging agenda.

# Where you fit in

**Merton Risk and Resilience** is an integrated service that focuses on mitigating risks and promoting resilience in children and young people (C&YP), who are going missing from home, experiencing child exploitation (CE), or misusing substances.

The service aims to reduce harm, by utilising a person-centred and strengths-based approach – identifying their needs, establishing co-production of goals and care plans, and providing targeted and specialist evidence-based interventions.

You will be joining a supportive and dedicated team, who are driven to build and develop the self-esteem, confidence, and resilience of young people – reducing the potential harm, and enabling young people to lead healthy, happy, and productive lives.

The role of Risk and Resilience Practitioner has responsibility for the direct delivery of the following elements of Catch22’s Risk and Resilience service, in the London Borough of Merton:

* Return Home Interviews – for children and young people who are missing from home.
* Child Exploitation Services – for young people who are being exploited, sexually and/or criminally.
* Specialist Substance Misuse Service.

# Main Duties & Accountabilities

* Manage a caseload of C&YP, who are referred by means of effective assessment and care planning.
* Undertake Return Home Interviews for missing C&YP, when required.
* Work with C&YP to identify and inform SMART care plans and pathways, undertaking direct work, such as delivering one to one interventions.
* Planning and delivering interventions, in accordance with commissioned contract requirements, and Catch22 key performance indicators (KPI’s), policies, and procedures – ensuring the effective use of resources and the achievement of targets.
* Identify and support access to additional or specialist services for young people and parents where necessary, to ensure that their needs are met, and risk factors are reduced.
* Develop and sustain productive working relationships with referring agencies, to ensure that we are identifying and overcoming any barriers to engagement, and that appropriate referrals are received.
* Complete all required monitoring information by set timescales, to assist in the production of feedback reports to funders and stakeholders, and to track and monitor progress against outcome targets, KPI’s etc.
* Ensure all service user information, interventions, and other data, as required by the contract, are recorded on the relevant data management system, in line with Catch22’s policy.
* Provide consultation, information and where required, training and presentations, to partners and stakeholders, from a range of settings.
* Build and maintain effective working relationships with Children and Families services (CFS) and other local partner organisations, to ensure the best outcomes for children, young people, and families.
* Ensure meaningful participation and active co-production with service users and stakeholders.
* Manage your time and activities safely and effectively, to meet with the priorities and delivery requirements of Catch22 – contributing to achieving the standards of care, quality and positive outcomes required.
* Attend regular supervision and appraisal sessions, for continued personal and professional development, and to plan accordingly to enable all duties to be carried out effectively.
* Act as an ambassador for Catch22, upholding and promoting our corporate values.
* This post will involve travel across the borough, and occasional evening and weekend working.

**What does good look like for this role?**

* Service is delivered safely, and risks/areas of underperformance are identified and managed appropriately.
* Service users are assessed at the appropriate risk level and receive a service to meet those needs.
* Service user satisfaction is high, service users have a positive experience, and reach their goals.



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| **: Person Specification**  |  |  |
| **COMPETENCY**  | **ESSENTIAL**  | **DESIRABLE**  | **ASSESSMENT**  |
| **QUALIFICATIONS**  | * 5 GCSE’s (grade C or above), or equivalent.
* Skills, knowledge, and experience relevant for the job.

   | * Relevant qualification in either youth work studies, counselling, health and social care, or equivalent.

  | Application form and certificates |
| **KNOWLEDGE & EXPERIENCE**  | * Knowledge and understanding of Child Protection, including safeguarding processes and procedures.
* Knowledge of risk/protective factors associated with C&YP, that can increase/reduce their overall risk and vulnerabilities.
* Working knowledge of one or more of the following service areas: substance misuse treatment, CE, or missing from home.
* Knowledge of one or more of the following intervention strategies: motivational interviewing, CBT, BSFT, or Trauma Informed Practice.
* Experience of working with C&YP, in one-to-one and group settings.
* Experience of using recording and data collation systems.
* Experience of planning, delivering, and evaluating support activities for, and with, C&YP and their parents/carers.
* Experience and understanding of case management - including assessment, action planning, risk management, health and safety procedures.
* Experience of multi-agency working to meet agreed outcomes, ideally within one or more of the following: children’s social care, youth justice, or mental health services.
 | * Knowledge of support and referral agencies, within Merton.
* Knowledge of CP policies and procedures, e.g., Children’s Act 1989 and 2004.
* Experience of working directly with C&YP, on levels 2- 4 of the continuum of need, who present with a variety of support needs.
* Experience of delivering presentations and training, to service users and partners/stakeholders.
* Experience of working with families.
 | Application Form /Interview |
| **SKILLS & ABILITIES**  | * Able to communicate effectively at all levels, both verbally and in writing.
* Ability to engage young people, and their parent/carers, within the community.
* Able to use a variety of IT applications effectively.
* Able to work autonomously, and on your own initiative, whilst adhering to boundaries/agreed action plans.
* Excellent organisational skills and time management skills.
* Able to prioritise, adapt and work flexibly.
* Able to handle sensitive and confidential issues, with tact and diplomacy.
* Able to evaluate and monitor progress against targets, to ensure that they are met.
* Ability to promote equality, diversity, rights and responsibilities of individuals.
* Able to write concise reports and meet deadlines.
 |   | Application form/Interview |
| **OTHER**  | * Excellent communication, interpersonal and presentation skills.
* Creative, flexible, and able to work well with others in a team.
* Trustworthy and reliable.
* Commitment to equality and diversity, implementing equal opportunities and anti-discriminatory practice.
* Commitment to continuous professional development.
* Commitment to enabling children/young people and their families to participate and achieve their full potential.
 |   | Application form/Interview |

