

Job Description & Person Specification

Job Title: Dual Diagnosis Worker

Service: Operations

Reports to: Service Manager

Direct Reports: N/A

About The Role

The Dual Diagnosis Worker will be responsible for providing specialist dual diagnosis support with a focus on complex mental health presentations and substance misuse to achieve improved outcomes for our resident and participants who have complex needs. They will be responsible for delivering evidence-based interventions based on a holistic assessment to support personalised recovery, integration, and promotion of independent living skills. They will work towards long term support needs of individuals and work towards facilitating improved outcomes. There will be an element of multi-disciplinary team working and providing additional support and advice to our partners and teams.

About the Post Holder

The post holder will be knowledgeable and competent in providing dual diagnosis support, with a background in supporting those with complex mental health and substance misuse challenges. They will be confident in their knowledge of dual diagnosis, able to deliver evidence-based interventions and holistic assessments with an element of lone working.

They will be driven to provide high quality, effective and person-centred support to staff, colleagues, and residents/participants, with a trauma informed approach in everything they do, able to create a psychologically informed environment. They will thrive when working as part of a team, be an effective communicator, and able to build long-term, purposeful relationships with people from different backgrounds, respecting and embracing equity, diversity, and inclusion always. They will embrace SIG's values and represent these in everything they do.

The post holder will be proactive and adaptable, able to use their own initiative with day-to-day matters, following relevant policies, procedures, and legislative requirements. They will be compassionate, supportive, and empowering to others, comfortable working in a fast-paced and constantly changing environment.

Key Responsibilities

- Undertake joint holistic assessments and risk assessments with residents/participants to help determine service and support needs and identify where these can be met. Provide outcome-based support measured against goals, recovery, and achievements.
- Encourage residents/participants to identify and define their own goals and work towards being resilient and independent as possible, support to reduce reliance on clinical interventions and hospitalisations.
- Undertake time-limited, SMART, and a range of evidence-based interventions such as 1-1's, including harm minimisation, increasing awareness and motivation through stages of change and relapse prevention.
- Work collaboratively with teams to create a joint care plan that reflects the individual resident/participant needs and goals. Participate in all aspects of care which includes but is not limited to; assessment, support planning, CPA review, and crisis planning.
- Set up realistic and flexible strengths-based support plans, working closely with colleagues and support teams to support and advise on interventions and approaches to meet individual needs.
- Provide specialist assessments, care plans and interventions to support harm reduction and minimisation to residents/participants.
- Help reduce episodes of crisis and assist residents/participants to access services which can offer alternatives to crisis support, this could include peer support programmes.
- Proactively recognise the indicators of deteriorating mental health and facilitate appropriate action, whilst liaising with relevant agencies and partners.
- Work closely with support staff and clinical teams to support and advise them on interventions and approaches to meet resident/participant comorbid, complex mental health and substance misuse needs.
- Support with the facilitation of continuous improvement in an environment residents are shown care and support, with access to resources they need to achieve positive and sustainable outcomes.
- Support multi-disciplinary teams and the wider community teams with support, advice, signposting, and move on care planning.

RISK MANAGEMENT, INFORMATION MANAGEMENT, AND CASE RECORDING

- Follow the relevant risk assessment and management procedures, share any relevant information with partner agencies as appropriate.
- Ensure all case recording and information is accurately and clearly recorded and kept up to date in a timely manner with respect to GDPR and confidentiality.

PROPERTY AND HOUSING MANAGEMENT

- Support in creating and maintaining a welcoming, psychologically informed home environment for residents/participants, ensuring a continuous focus on safety, health, and wellbeing.
- Ensure the accommodation in which residents live is clean and maintained to a high standard, in line with SIG's property standards and meets all legal and statutory health and fire safety requirements.

- Ensure all repairs and maintenance issues are correctly reported.

STAKEHOLDER MANAGEMENT

- Build and manage purposeful relationships with internal and external relevant stakeholders.
- Positively promote and support connections with local communities and boroughs. Liaise with other teams to share and support access of knowledge, links, and resources.
- Develop community links and liaise regularly with a range of agencies and individuals across voluntary and third sector services in the community.

ADDITIONAL RESPONSIBILITIES

- Act as a role model on this specialty for staff of all disciplines and grades. Share knowledge and skills to help enhance awareness around dual diagnosis and best practice, challenges, and services available with other services of Social Interest Group.
- Attend and participate in multidisciplinary meetings which could include but is not limited to reviews, case conferences, business and clinical meetings, supervision groups, joint working meetings, network meetings, community-based meetings, and other relevant meetings and events.
- Keep up to date with relevant changes in legislation, policy, and practice developments.
- Maintain self-development by seeking our supervision, attending relevant training and conferences, and engaging in other development opportunities as appropriate.
- Administration duties will vary, including operating online systems and ensuring correct processes are followed with GDPR and confidentiality.
- Other duties may include but are not limited to maintaining clean and tidy environments, removing rubbish, ordering supplies, arranging in-house events and activities, and other general duties.

SIG POLICIES AND DATA PROTECTION

- Promote, advise, and lead by example by embodying SIG values in creating a positive and productive environment including a Psychologically Informed Environment (PIE) with support.
- Demonstrate and facilitate high standards of service provision in line with organisational values and requirements, ensuring a safe, effective, caring, and responsive service, with support.
- Assist in implementing improvements in and maintain confidentiality in line with organisational policy in respect to residents, participants, staff, and the organisation with support.
- Adhere to and be aware of changes to SIG policies, processes, best practice, Equality, Diversity, and Inclusion (EDI), and data protection always and assist in implementing them where appropriate.
- Lead by example and assist in reporting and improving Health, Safety, and Environmental procedures, whilst following policies and processes in place. Always ensure clean and tidy office spaces and communal areas.

Other responsibilities than those described above may be required to be undertaken from time to time and will be expected to be performed as long as it is within the capacity and level of the position. This JDPS is regularly reviewed and may change in future amendments as per the requirements of the role and organisation.



Penrose

Equinox

Pathways to
Independence

SIG Housing Trust

Safe Ground

Person Specification

Qualification and Experience:	Rating
Direct experience in working with and assessing needs and strengths to support people with dual diagnosis, comorbid, complex needs	Essential
Previous experience in a similar role, providing holistic assessments and support for people experiencing mental health challenges	Essential
Recent and relevant experience of working with people experiencing substance misuse	Essential
Appropriate qualification which is relevant to the role which could include: National Diploma, Bachelors, or master's in psychology, Dual Diagnosis, Substance Misuse or any relevant	Essential
Experience in psychological interventions for addictions and mental health conditions	Essential
Experience in delivering training in motivational interviewing, Cognitive Behavioural Theory informed approaches and other relevant recovery models	Desirable
Skills and Abilities	
IT Proficiency, including Microsoft Office, and the ability to navigate and learn new case management systems and other types of organisational software	Essential
Able to recognise ill health and additional support and need for interventions	Essential
Knowledge of the interactions between mental health problems and drug and alcohol use and the issues facing people trying to stabilise their situation	Essential
Applied knowledge of the principles of risk assessment and risk management, particularly in relation to harm minimisation	Essential
Ability to engage those who may be hard to reach, able to influence and negotiate positive outcomes with others	Essential
Ability to work towards competing priorities and deadlines, able to use initiative and take responsibility for time management	Essential
Proactive in making decisions and provide solution focused approach to challenges	Essential
Able to work independently and in a multi-disciplinary team, respecting differing opinions and approaches to come to a shared outcome	Essential
Ability to work with confidential information, maintain accurate records and write accurate reports as required	Essential
Ability and willingness to show flexibility of working patterns, responding to the needs of the service and residents	Essential
Personal Characteristics	
Cultural awareness and knowledge of equal opportunities and anti-discriminatory practice, respect equality, diversity, and inclusion practices	Essential
Excellent interpersonal skills, written and oral	Essential
Ability to form and build effective relationships and rapport with others	Essential
Sensitivity and empathy to others, ability to deal with individual circumstances with professionalism	Essential
Trauma informed, non-judgmental approach to overcome barriers and achieve goals with self and others	Essential
Alignment with SIG's core values, mission, and vision	Essential