

Job Description and Person Specification

Substance Misuse Worker -Families
First Team (FFT)

A Lambeth to be proud of



Job Title: Substance Misuse Worker — Families First Team (FFT)

Department: Children, Families and Education

Division: Families First Partnership (FFP)

Business Unit: Families First Team (FFT)

Grade: PO1

Reports to: FFT Team Manager, with professional liaison into substance misuse treatment services.

Context

The Substance Misuse Worker contributes directly to FFT's **10-day assessment and action model**, providing rapid input that helps reduce safeguarding risk, improve decision-making, and prevent unnecessary progression into statutory services.

Job Purpose

- To deliver **specialist assessment, brief intervention, and risk-informed support** to parents, carers, and young people where **substance misuse is impacting safety, wellbeing, or family functioning**.

Responsibilities

1. Rapid Substance Misuse Assessment

- Conduct specialist assessments to understand patterns of alcohol/drug use, triggers, relapse indicators, motivation for change, and associated risks to children.
- Identify how substance misuse intersects with domestic abuse, mental health, housing instability, SEND/CWD needs, debt, and wider family vulnerabilities.
- Provide clear, concise analysis for social workers and senior practitioners to incorporate into the FFT analytical summary.

2. Early, Targeted Intervention

- Deliver **brief interventions** in line with evidence-based practice, including harm-reduction strategies, motivational interviewing, and relapse-prevention advice.
- Support safe and appropriate access to treatment (e.g., community detox, structured programmes, psychosocial support).
- Provide advice on the impact of parental substance misuse on child safety and parenting capacity.

3. Contribution to the 10-Day FFT Model

- Complete specialist input within the **10-day FFT timeframe** to support timely decisions about closure, step-down, or escalation.
- Assist practitioners in articulating realistic “what good looks like” outcomes around substance use during the Day-1 planning stage.
- Respond swiftly to changes in risk or disclosure during the FFT episode.

4. Multiagency Collaboration

- Work in close partnership with Domestic Abuse, Housing, Mental Health, Debt, SEND/CWD specialists, social workers, and Edge-of-Care capacity. Attend and contribute to **weekly FFT allocation and decision-making panels**, providing specialist substance misuse insight for threshold decisions.
- Coordinate with external treatment services and voluntary sector partners to secure fast-track appointments or specialist advice.

5. Safeguarding, Information Sharing & Escalation

- Recognise when substance misuse raises safeguarding thresholds (e.g., chronic intoxication, unsafe supervision, relapse with risk indicators).
- Share information proportionately under FFT's consent and safeguarding rules.
- Prepare clear written risk summaries for cases requiring senior sign-off before progression to CiN or statutory services.

6. Recording, Closing, and Step-Down

- Record all assessments, interventions, and outcomes promptly and accurately.
- Provide specialist input for closure summaries or warm step-down to Family Hubs or community treatment pathways.
- Contribute to FFT performance monitoring, including timeliness, family experience, and safeguarding quality metrics.

PERSON SPECIFICATION

Substance Misuse Worker -Families First Team (FFT)

It is essential that in you can meet the following requirements for the role and be able to give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A). You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted. If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked with “Ticks” (✓) on the person specification when you complete the application form.			Shortlisting Criteria
<i>For link/career graded post, please mark knowledge, experience, and behaviours clearly for each grade.</i>			
Qualification	Q1	Relevant qualification in substance misuse, addiction studies, counselling, or comparable professional training — desirable.	
	Q2	Evidence of CPD in harm-reduction, motivational interviewing, trauma-informed practice, or safeguarding.	✓A
Key Knowledge	K1	Strong understanding of substance misuse patterns, dependency indicators, withdrawal risks. Ability to identify risk quickly and formulate clear harm reduction advice.	✓A
	K2	Strong knowledge of clinical and psychosocial treatment pathways	✓A
	K3	Strong working understanding of risks to children linked to parental substance misuse	✓A
	K4	Strong knowledge of Working Together 2023 safeguarding requirements and early-help expectations	✓A
	K5	Awareness of how substance misuse intersects with DA, housing, mental health, SEND/CWD needs, and poverty.	
	K6	High quality analytical writing for assessment summaries.	
Relevant Experience	E1	Experience delivering substance misuse support or treatment interventions in community, health, or VCS settings — essential	✓A
	E2	Experience working with families and/or safeguarding contexts — desirable Skilled in building rapport with families in short timeframes.	
	E3	Experience contributing specialist input to multiagency assessments or early-help work Strong multiagency communication skills and confidence providing expert advice in panels.	
	E4	Competence in delivering brief interventions and motivational interviewing.	

Core Values and Behaviours		Equity • Listen to the views of others and ask for their opinions making sure that everyone in my team inputs into the things that matter. • Ensure fairness and justice is at the heart of my decision making and support to my team and others. • Take time to build trust, building the respect of our stakeholders and ensuring as a team we take accountability for doing what we agree to do. • Develop others and ensure we work as one team for Lambeth, encouraging everyone to play their part • Take positive action to ensure everyone in my team has opportunities to learn and grow at work • Encourage everyone to be themselves at work and value who they are • I am inclusive and actively celebrate diversity, recognising everyone in my team as individuals.	
		Kindness • Treat each member of my team with respect and dignity just as I would want for myself. • Encourage each member of my team to do their very best work and am available to them to provide support and guidance. • Personalise my support to each team members and look out for them, lending a hand wherever I can • Encourage everyone to try and learn from mistakes and use integrity to take action with my team to put things right together • Work with empathy seeking to understand each and every member of team, their unique perspective and circumstances and ensure everyone is heard • Take the time to communicate, being honest, open and genuine and taking the time to get to know team members as individuals. • Show compassion and patience recognising that everyone in the team has unique experience and celebrating the great work they do for Lambeth. • Look after the health and wellbeing of my team members and encourage open and regular discussions about the issues that impact on them, working together to find solutions.	
		Accountability • I encourage and support my team to do the right thing even when it's tough and we communicate our decisions in a timely way	

		• I ensure my team and employees take individual and collective accountability for performance and delivery, making sure that they have clear plans and performance objectives. • I ensure my team plan ahead, getting the basics right and take swift action when problems arise • I encourage my team to be risk aware and ensuring that our decisions and actions are informed and understood and communicated to others. • I provide regular, timely and constructive feedback to my team members on their performance and behaviours and act quickly when performance is not on track. • I share my learning, knowledge and skills with others thorough coaching and mentoring and encourage others to do the same. • I ensure that my team and I put residents, communities, customers and their needs at the centre of everything we do. • I encourage my team to learn and grow and ask questions to find the information they need to do their jobs	
		Ambition • Am proud of our borough and my team and encourage everyone in the team to aim for the highest possible standards of excellence in everything we do. • Encourage my team to be flexible and try new things when it's appropriate to do so and tell me what could be improved. • Promote a one team for Lambeth approach reaching out to our stakeholders to face our challenges together • Encourage and support my team to be courageous for our residents and communities and stop at nothing to ensure they have the best possible outcomes • I make time for the team to Innovate and look for creative ways to do things better, being curious about possibilities. • Positively challenge and encourage the team to collaborate and look for solutions together across service and team boundaries. • Make time for my team to grow and develop taking advantage of opportunities to learn from each other and others. We plan our learning and career growth.	

--	--	--	--