



A MENTAL HEALTH SOCIAL MOVEMENT

8-10 WEST STREET, OLD MARKET, BRISTOL, BS2 0BH · 0808 808 9120
REGISTERED CHARITY #1085351 · OTRBRISTOL.ORG.UK

Job Pack **Youth Transitions Worker (North)**

Thank you for your interest in this role, please find below some information to help you decide if you would like to apply. In the interests of equality CVs will not be accepted, so please apply via the website. Applicants will be assessed on their ability to meet the criteria listed in the Person Specification.

The closing date for this role is **Sunday 11th April 2021 at 11.59pm (before midnight)** and interviews will be held on **Friday 16th April 2021**. Candidates shortlisted for interview will be informed by email - we are not able to offer individual feedback to unsuccessful candidates.

To have an informal discussion about the role, contact **Anna Pearse (Team Manager)**
anna@otrbristol.org.uk

Role Summary

Job Title	Youth Transitions Worker (North)
Salary	£23,945 based on a 37.5 hour week – Pro rata salary £23,625
Hours	37 per week
Contract	Fixed term to 31st October 2021 (extension pending confirmation of funding)
Leave	Flexible - our basic entitlement is 28 days. However, OTR operates a flexible leave policy and you are entitled to request as much leave as you would like and need.
Pension	With The People's Pension - up to 3% employer contribution on qualifying earnings
Location	You will be based in the North Bristol Assessment & Recovery Team at The Greenway Centre, Southmead, Bristol, BS10 5PY (With frequent travel throughout Bristol)
Accountable to	Team Manager (NHS Partnerships)
Job Purpose	<ul style="list-style-type: none">• To work collaboratively with service users (aged 16-25) and mental health professionals to navigate and coordinate services (both social and clinical interventions), connecting into community resources and improving wellbeing.• To work within a recovery and psychologically informed approach, taking a holistic view to support people's recovery to live fulfilling lives.• Ensure that services are tailored to individual's cultural and social needs
Key Relationships	<ul style="list-style-type: none">• Recovery and Assessment Team Management and Staff• OTR staff• Bristol Mental Health external partners• External partners and stakeholders• Young People

Role Description

Role specific

- To build trusting and collaborative relationships with service users aged 16-25 referred into community mental health services. This includes young people transitioning from Child and Adolescent Mental Health Services as well as those who are referred by other routes.
 - To co-produce, implement and review a recovery plan, crisis plan and other self-management tools (e.g. Wellness Recovery Action Plan), in partnership with service users and in line with best practice.
 - To case manage and co-ordinate support for young people, referring and liaising effectively with all professionals, agencies and other parties involved in their care in order to deliver the support package.
 - To work closely with other Youth Transitions Workers and OTR staff to address unmet needs through building a strong network of partnerships across health and social care, education, employment, the voluntary and community sector and wider youth service provision in the city.
 - To identify, assess, contribute, maintain, feedback and manage risk.
 - To work in a safe manner using a positive risk-taking approach, ensuring the health and safety policies of Recovery Bristol Partnership are implemented and fully adhered to.
 - To have up-to-date safeguarding training and ensure that safeguarding policies and procedures are fully adhered to and that a Think Family approach is embedded within working practice.
 - To enable delivery of the recovery plan and to enable service users to make informed decisions about their mental wellbeing, maximising their independence and providing advocacy where appropriate.
 - To work in a culturally sensitive way with all service users, families and carers, tailoring services to meet their individual needs, challenging stigma and discrimination, advocating for a person if appropriate, and ensuring up-to-date community knowledge.
 - To work capably with a range of young people and families/carers across a diversity of cultural, religious, socio-economic, age, sexuality and gender based differences.
 - To actively participate in supervision and reflective practice both within OTR and the locality team.
 - To proactively seek advice and support from colleagues and other agencies as relevant.
 - To promote and facilitate service user involvement and inclusion within wider structures to ensure a feedback loop is in place.
 - To contribute to project work, development initiatives and the implementation of policies and procedures with guidance from OTR and the Team Manager.
 - To manage a caseload, ensuring up to date and clear record keeping in line with AWP policies.
 - To make best use of supervision, training and staff development. Ensuring up to date and clear record keeping in line with policies.
 - To collaborate with other team members to maximise service performance, meet targets and Service Level Agreements and promote effective communication and teamwork.
 - To provide specialist advice and guidance to the Recovery Teams staff and the wider system on issues relating to youth and mental health and OTR services.
 - To work within a rota system including evenings and weekends as required.
 - To contribute to delivery of the Recovery College, promoting college activities and enabling access to Service Users, family and carers. In partnership, to contribute targeted youth activities to the college programme.
 - To maintain hope and optimism for the individual with high expectations for recovery.
 - To use lived experience (if appropriate) to positively support the individual's recovery.
 - To work closely with carers, families and children if appropriate.
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General	<ul style="list-style-type: none"> • To engage in training and development appropriate to the role • To commit to the core values of OTR, including young people's empowerment and participation • To work within the spirit and framework of all OTR policies, governance, and delivery philosophy and to keep up to date with relevant training and professional development, especially in relation to Equality, Participation, Confidentiality, Vulnerable Adults and Child Protection and Safeguarding. • To ensure all paper and electronic personal records are managed and stored safely at all times. • To respect and maintain the confidentiality of all staff, volunteers and young people at OTR internally and with external agencies.
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Person Specification

	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> • A good general standard of education and a demonstrable ability to apply learning 	<ul style="list-style-type: none"> • Relevant recognised qualification in field i.e. RMN, Youth Work, Social Work etc.
Experience	<ul style="list-style-type: none"> • A minimum of one year's experience working with people with mental health needs, or people with complex needs. • A minimum of one year's experience working with young people. • Proven experience of working with people with multiple needs (e.g. mental health, homelessness, alcohol/drug dependency long term conditions). • Proven experience of carrying out needs and/or risk assessments and the support planning process. • Experience of working with a number of individuals with competing needs and priorities. 	<ul style="list-style-type: none"> • Proven experience of mental health issues and/or services, either as a user, carer or supporter.
Knowledge	<ul style="list-style-type: none"> • Proven knowledge of support needs of people with mental health needs. • Proven knowledge of equal opportunities issues • Proven knowledge of health and safety issues, especially those relevant to mental health • Proven knowledge of safeguarding policies and procedures relating to adults and children and young people 	<ul style="list-style-type: none"> • Knowledge of welfare benefits • Knowledge of the social care sector • Knowledge of working with people with drug and alcohol, learning disabilities or complex needs
Skills & abilities	<ul style="list-style-type: none"> • Numeracy and literacy skills to GCSE level/NVQ 2 or equivalent • IT skills including ability to produce various documents in Word, and use of email and internet. • Ability to record information accurately and in a timely manner. 	
Personal qualities	<ul style="list-style-type: none"> • Methodical and thorough. • Self-motivated. 	

	<ul style="list-style-type: none"> • Efficient and pragmatic. • Resilient and able to model good self-care. • Commitment to diversity and equalities work. • Work with a Recovery focused approach • Values led with a personal commitment to equality, diversity, social justice and change. • A strong personal interest in and commitment to the mental health and wellbeing of children and young people. 	
Other	<ul style="list-style-type: none"> • A demonstrable commitment to personal growth and development. • A willingness to work flexibly. • A willingness and ability to travel extensively for the purposes of the role. • Access to appropriate transport. 	

About us

What We Believe	What We Value	How We Behave
<ul style="list-style-type: none"> - All theoretical models are wrong, but all of them are useful - Relationships are what make the difference - Mental health is social and political as well as personal - Social networks are more powerful than individual solutions - Building on strengths and capabilities is more sustainable than meeting needs and vulnerabilities - Participatory services are more effective than transactional ones - Our work is a vocation 	<ul style="list-style-type: none"> - Collaboration - Diversity - Learning - Sharing - Participation - Self-efficacy - Self-care - Transparency - Agency - Creativity - Social Action - Pragmatism 	<ul style="list-style-type: none"> - We're accommodating - We're integrated - We're thoughtful - We're supportive - We're open - We're resourceful - We're resilient - We're communicative - We're independent - We're imaginative - We're motivated - We're adaptable