

Registered Charity Number SC006511

**Tayside Council on Alcohol**

**Mentoring Services**

**Job Description**

**And**

**Person Specification**

**Post: Peer Worker**

**Purpose of Post**

The Peer Worker will be expected to work as part of a team to help deliver support for people in recovery from drug and alcohol problems, as well as those affected by drug and alcohol problems as part of a wider team. Although employed by Tayside Council on Alcohol, the Peer Worker will have the opportunity to work with Gowrie Care and other partner organisations.

As a Peer Worker you will be expected to provide support to people in all stages of recovery. In addition, the Peer Worker will support people to access a range of community activities that can further assist and support recovery. **Applicants must have their own personal experience of drug, alcohol addiction and/or mental health and recovery. This must be the applicant and not a family member or friend.** There is also the added expectation that the Peer Worker will maintain their own recovery strategies while in post and be responsible for furthering their future employment opportunities.

It must be noted that it is a mandatory requirement of this appointment that the Peer Worker will study towards a vocational qualification (SVQ 2 or 3 in Health & Social Care or equivalent) in their own time. The post will be subject to a PVG check.

The post will be based in TCA’s Arbroath Office with travel also required throughout Tayside when required.

**Job Description:**

The Peer Worker will be required to:

* Promote awareness of the range of recovery support and activities available to people in recovery
* Encourage and support people at all stages of recovery to engage with community recovery activities
* Promote and deliver mutual aid and peer support groups
* Support and motivate individuals to change and enhance their recovery capital using one-to-one meetings and groups
* Start their own recovery groups and activities in the community and support others to do the same
* Ensure that they support their own recovery by maintaining their own recovery strategies and continuing support
* Undertake a vocational qualification to support their own professional development
* Contribute to the wider teams to support service improvement
* Follow operational guidance, policies and best practice when carrying out their duties
* Maintain effective working relationships and boundaries to protect their own and others recovery
* Ensure accurate records are kept (case files, monitoring and outcome information).

**PERSON SPECIFICATION**

**Job Title: Peer Worker**

**Service: Mentoring Services**

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| **Attributes** | **Essential** | **Desirable** |
| **Health and Physical** | Ability to participate in activities and other pursuits that adults are likely to be interested in. |  |
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| **Experience** | Applicants must have their own personal experience of drug, alcohol addiction and/or mental health and recovery. This must be the applicant and not a family member or friend.  Experience of supporting others in recovery  Experience participating in recovery groups  Experience of participating in mutual aid  Ability to work as part of a team  Excellent communication skills both verbal and written. | Experience of working within the alcohol and drug field  Experience of working with adults on a 1 to 1 mentoring basis. |
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| **Skills (Generalist)** | Good …  Listening skills  Coaching skills  Delivering groups  Mentoring skills  Good Time Management  IT skills  Will demonstrate an understanding of person-centred practice and the ability to put this into practice  Commitment to creating constructive and empowering partnerships with adults. |  |
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| **Skills (Specialist)** | Knowledge of drug and alcohol addiction and recovery  Knowledge of different services in Angus  An understanding of the Criminal Justice System  Knowledge of different and multiple recovery journeys  Will be able to demonstrate a sound understanding of the developmental and maturation process for the target group  Will be able to evidence an ability to use formal assessment tools  Ability to liaise, negotiate and work with other agencies.  Will demonstrate an ability to identify key needs and translate these into an individually tailored action plan  Have a non-judgemental approach to substance use/offending and a commitment to the harm minimisation approach which informs agency ethos  Empathetic with socially excluded adults. | Will have a sound understanding of the current legislation with regards to working with vulnerable adults |
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| **Education & Qualifications** | No formal qualifications are required. However, candidates must demonstrate the ability to undertake vocational study and demonstrate a reasonable level of literacy | First aid certificate.  Will hold a current clean driving licence and have access to a car |
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| **Inter-personal & Social Qualities** | Can demonstrate active recovery and own recovery networks  Friendly and approachable  Empathetic  Ability to set personal and professional boundaries  Ability to engage with a wide range of individuals and organisations.  Ability to challenge discrimination.  Experience of being able to encourage, develop and motivate others.  Willing to work out-with normal working hours.  Mandatory requirement of appointment that Peer Workers study towards a vocational qualification (SVQ2 or 3 in Health & Social Care or equivalent) in their own time.  A willingness to undertake further training relevant to the post. |  |