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**Peer Independent Advocacy Worker – Drug & Alcohol**

**Person Specification**

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** |
| **EXPERIENCE AND UNDERSTANDING** | * To have lived experience of addiction recovery – either personally or with someone close. * Knowledge and understanding of the Rights, Respect and Recovery Strategy (Scottish Government 2018) * An understanding of social care or health sectors * Knowledge and understanding of Independent Advocacy * Experience of working with people who face barriers and discrimination through disability, illness or life circumstances. * Demonstrable understanding of the Principles, Standards & Code of Best Practice of Independent Advocacy * Experience of multi-agency networking with Health and Social Care Partnership, and other third sector organisations. | Previous advocacy experience  Experience in the Child Protection and Children’s Hearing systems and Mental Health Tribunal system  Understanding of:   * Mental Health (Care & Treatment) (Scotland) Act 2003 * Adults with Incapacity (Scotland) Act 2000 * Adult Support & Protection (Scotland) Act 2007 * Carers (Scotland) Act 2016 * Education (Additional Support for Learning) (Scotland) Act 2004 * National Care Standards |
| **GENERAL SKILLS** | * Effective communication skills, both written and oral * IT skills, particularly Microsoft Office. * To be able to work with a cloud based case management system to maintain accurate and up to date written information and records. * To be highly motivated enthusiastic, flexible in order to demonstrate a positive commitment to the values of IAPK |  |
| **EDUCATION AND QUALIFICATIONS** | * Good overall higher education * Current Driving Licence and sole use of a car | * Relevant qualification – e.g. social work, counselling, |
| **INTERPERSONAL SKILLS** | * Ability to work in a team * Sensitivity/empathy to the needs of others * Ability to prioritise and demonstrate good time management * Ability to liaise with professionals at all levels in appropriate manner * Ability to work with people who are experience difficulty with engagement or have difficulty in communicating due to barriers in society. * Proactive approach to dealing with issues * Listening Skills * Non Judgemental attitude * Flexibility * Approachability and Openness |  |

As this post is considered regulated work, it requires the successful candidate to apply for PVG membership. IAPK will cover the cost of this application.