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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 systemUnderstanding 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
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| **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
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| **EDUCATION AND QUALIFICATIONS** | * Good overall higher education
* Current Driving Licence and sole use of a car
 | * Relevant qualification – e.g. social work, counselling,
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| **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
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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.