



JOB DESCRIPTION & PERSON SPECIFICATION – AFTERCARE DEVELOPMENT WORKER

1 JOB DETAILS

Job Title	Aftercare Development Worker
Hours	37.5 hours per week
GOR	<ul style="list-style-type: none"> Working with both male and females. Required to have a genuine and active Christian faith and commitment
Salary	Points 19 – 22 £11.10 - £11.89/hr or £21,647.59 - £23,182.59/annum (Dependent on qualifications and experience)
Location	The job holder is based at Street Connect’s main office in Glasgow, but the post may involve travel and work at other locations

2 JOB PURPOSE

To work as part of the Street Connect team seeking to develop and deliver aftercare support through a range of different routes to both male and female service participants who have had a background of complex needs such as addiction, homelessness and mental health issues, who are now at a stage in their recovery journey where they are living independently and free from such issues.

3 MAIN RESPONSIBILITIES

Responsibilities	Approximate % of time
<ul style="list-style-type: none"> Carry out One-To-One consultations with participants 	30%
<ul style="list-style-type: none"> To create, develop and deliver after care packages of support to cover areas such as volunteering, work experience, training/ education and person-specific support tailored to the needs of individual participants 	30%
<ul style="list-style-type: none"> Create support networks for employment 	20%
<ul style="list-style-type: none"> Communicate and network with external organisations 	10%
<ul style="list-style-type: none"> Administration work in relation to upkeep of participant records and reporting of project data 	10%

4 PLANNING AND ORGANISING

- Planning and organising one-to-one consultations with men and women
- Scheduling appointments with external organisations, etc.

5 PROBLEM SOLVING

- Consider the best approach to dealing with each participant
- Provide clear support and guidance to participants where necessary
- Responding with care, sensitivity and understanding to the issues, concerns and complex situations that participants experience and share, determining the best approach in dealing with participant issues.

6 DECISION MAKING

- Prioritisation of own work
- Make decisions on the best option for each participant
- Make decisions in emergency situations in line with procedures that are set out

7 KEY RELATIONSHIPS

- Project Coordinator – the post holder be line managed by and will support the Project Coordinator in the required areas.
- Staff – the post holder will work alongside other staff to help deliver the work of Street Connect.
- Volunteers – the post holder will work alongside the volunteers.

8 KNOWLEDGE, SKILLS AND EXPERIENCE NEEDED FOR THE JOB

The essential qualifications and characteristics that will be required of the person undertaking the role are:

- Must have Level SVQ3 in Health and Social Care, or equivalent as listed by SSSC as appropriate for the post, or willingness to work towards this.
- Experience in delivering aftercare support
- Experience of working with people in addiction, mental health, and homeless people
- Ability to Facilitate group work.
- Ability to deal with all matters in confidence, with sensitivity, tact, and diplomacy
- An understanding of mental health and addiction issues
- Ability to deal appropriately with challenging behaviour
- Administrative skills and experience
- Excellent interpersonal skills
- Flexibility to respond to a changing environment
- Ability to maintain clear and accurate records
- A commitment to working in partnership with other organisations in order to fulfil the organisation's aims and objectives
- Required to have and be able to evidence a genuine Christian faith and commitment as a genuine occupational requirement
- Current UK driving licence (Is Desirable but not essential)

9 DIMENSIONS

- The post holder will have considerable dealings and communication with participants, external agencies, staff and volunteers
- The post holder will record work with male and female participants
- The post holder will take part in on-going training and personal development.
- The post holder must be willing to do any other reasonable work related tasks as requested by the management team.
- The post holder will participate fully in supervision and appraisal procedures.

10 JOB CONTEXT AND ANY OTHER RELEVANT INFORMATION

- The post holder is required to respond to questions about the Christian faith from personal experience, in order to contextualise Street Connect's Vision of working with vulnerable people as an expression of Christian love in action.
- The post holder is required to have an active Christian faith on the basis of the face to face contact the post holder will have with service users in facilitating their increasing independence through physical, emotional and spiritual support.
- This post, under the Protection of Vulnerable Groups (PVG) Scheme undertakes regulated work as part of the normal duties and therefore requires an enhanced disclosure and membership of the PVG scheme by the post-holder.
- This post is restricted to men only, as some male participants require particular care and attention or a safe environment that only a male worker can provide.
- Holiday entitlement will accrue during the contract period in line with current pay and conditions policy.

11 CREATION AND REVISION

Created	27/04/21
For Review	01/05/22
Reviewed and updated	