

**ROLE PROFILE**

**JOB TITLE: INTENSE SUPPRORT WORKER**

**LOCATION: CHALMERS COURT, AYR**

**CONTRACT TYPE: TEMPORARY**

**REPORTING TO: PROJECT MANAGER**

**HOURS PER WEEK: 35**

**SALARY SCALE: £20,884 - £21,967 (pay award pending)**

**PURPOSE OF THE JOB**

To work collaboratively with community groups, existing recovery communities and the Alcohol and Drug Partnership to deliver Intensive Recovery Support to those experiencing homelessness and with complex addiction support needs, while living in Supported Accommodation Services in South Ayrshire as part of a Test of Change programme.

To contribute to the development of recovery communities across supported accommodation services in South Ayrshire, increase engagement in addiction and community support services and reduce drug related deaths.

The post holder will deliver and promote the service, and support individuals to access and sustain their recovery, gain volunteering / training experience and become more involved in their local community.

**OUR VALUES**

Our values are at the core of everything we do. They influence our strategy, our vision and the behaviours that we expect of our staff. They are:

* Being people focused
* Integrity
* Quality
* Going the extra mile

**MAIN DUTIES AND RESPONSIBILITIES**

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| 1.2. 3. 4.5.6.7.8.9. | Provide early intervention and a range of supports for new referrals and existing residents in South Ayrshire Supported Accommodation Services Deliver recovery groups, one to one work, drop in services, advocacy and elements of street work (to plan, promote & facilitate group work and activity sessions as required)Reduce barriers to support; identify / create faster routes to services through positive and collaborative partnership workingDevelop recovery resilience by providing support to empower individuals to forge strong social connections which enable their sustainment of focused recovery from long term addictionsHelp individuals to repair and build positive social networks and relationships at the right pace for themAccompany individuals to key, essential appointments relating to addictions and mental health where requiredPromote harm reduction and prevent overdosesMaintain accurate records for monitoring purposesTo deliver a flexible response to service users providing crisis intervention as required |
| 10. | To build a positive and trusting relationship with those who use the service |
| 11. | To ensure all users of the service are aware of their rights and are informed of the Association's formal complaints procedure |
| 12. | To actively participate both in the staff supervision process, meeting regularly and on a planned basis with the Project Manager |
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| 13. | To undertake any identified training as part of the professional development plan |
| 14. | To operate flexible working patterns  |
| 15. | To undertake any other duties as delegated by the Service Manager |
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| **PERSON SPECIFICATION – INTENSE SUPPORT WORKER** |
| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| Qualifications / Education | * SVQ Level 3 Social Care / Peer qualification
 | * Qualification in Social/Community Work
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| Knowledge | * Issues experienced by people affected by addictions, mental health and homelessness,
* Drug related deaths
* Recovery
* Understanding impact of trauma and importance of relationships
 | * Local area networking
* Local recovery services
* Homelessness legislation
* Knowledge of methods to evaluate community based projects
* Knowledge of local and national recovery strategies and person-centred approaches to supporting recovery
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| Experience | * Experience of planning, developing and delivering recovery initiatives
* Experience of working with individuals in recovery and / or lived in experience of recovery from substance misuse
* Lone working
* Working with vulnerable people
* Working with addiction issues
* Working with challenging behaviour
* Group work delivery
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| Skills / Abilities | * Excellent communication skills and the ability to establish and maintain effective relationships with individuals in recovery, community groups, local services and the ADP
* Appropriate assertiveness
* Ability to work under pressure
* Ability to develop and sustain positive and appropriate relationships
* Ability to motivate people

Computer literacy and written work | * Planning/organising work loads

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| Personal Qualities | * Personal values consistent with social care
* Appropriate deportment / appearance
* Be able to work with autonomy, to anticipate problems and identify future development needs
* Thrive under pressure
* Good time management
* Able to prioritise
* Can work well with others.
* Flexible, adaptable and reliable
* Kind, caring and approachable
* Patient, resilient and tolerant
* Excellent attendance record
* Sense of humour
 | * Become a member of the PVG Scheme
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| Personal Circumstances | Ability to work flexible shift patterns  | * Driving License with access to own vehicle
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**TERMS AND CONDITIONS SUMMARY FOR CANDIDATES**

The following terms and conditions are typically offered to Association staff on fixed term and permanent contracts and are set out here for your information only. Terms and conditions may vary according to circumstances and this summary does not form part of any subsequent employment contract.

**Probationary period** 6 months with a review at 3 months.

**Annual leave** 20 days’ annual leave plus 10 public holidays per annum (pro rata for part time staff and those working less than a year)

**Pension** Contributory pension scheme. The Association contributes 3% of gross basic salary and the staff member contributes 5%.

**Life assurance** 3 times basic annual salary payable on death in service.

**Sick pay** Nil pay (other than statutory) for the first 3 months. It then increases to 5 weeks’ full pay and 5 weeks’ half pay between 3 months’ and 1 years’ service; 10 weeks’ full pay and 10 weeks’ half pay between 1 and 3 years’ service; and 26 weeks’ full pay for more than 3 years’ service.

**Employee assistance** Free access to a counselling helpline, as well as face-to-face/online counselling or cognitive behavioural therapy sessions.