



Job Description

Harm Reduction Practitioner

JOB TITLE:	Harm Reduction Practitioner x2
REPORTS TO:	Service Coordinator - We See You
BASED:	Access Hub, Glasgow
SALARY:	£21, 806
HOURS:	18.5 hours - evenings and weekends. Rota system offers shifts between 4pm-9pm weekdays and 11-5 weekends, over 7 days.
CLOSING DATE:	13th October 2022
INTERVIEW DATE:	20th October 2022

Introduction - Job Purpose

People are at the heart of who we are and what we do. Day-by-day, person-to-person, we tailor what we offer to what people need. We're here to provide consistent, friendly and informed support so that people can explore options and take 'the next step' towards a positive future. We welcome people with a wide range of skills and experiences to our team – including those who have lived through homelessness. To make a difference we need to work flexibly, with everyday-leadership, humour and a 'can do' spirit. We want to **make it easy, make it right, and make it happen** – not only for the people we support, but also for each other. Our #OneTeam ethos is core to who we are, and it means caring for and supporting each other regardless of our role, service or location. This is how we roll. We want people who share these values to join us and become a part of the Simon Community Scotland family.

PURPOSE OF THE ROLE

The Harm Reduction Practitioner role supports the Service Coordinator and wider team in designing and delivering harm reduction focused group work sessions as part of the brand new 'We See You' Project. 'We See You' is a low threshold, inclusive and trauma-informed service for people who are still using drugs in Glasgow City Centre. The service delivers psychosocial

group work, harm reduction interventions and pathways into treatment for people who use drugs and who are experiencing homelessness.

We See You offers low threshold entry into education, employment and training opportunities and works in partnership to provide holistic support within an environment of safety, inclusion and belonging. Modelling the harm reduction philosophy of 'meeting people where they are at', we design person centred interventions that respond to immediate need and offer people a place to come which will build on a person's strengths, skills and ambitions to live well.

We deliver harm reduction interventions including access to essential safe equipment, overdose awareness and prevention, blood borne virus training, wound care training and life saving responses to overdose. The project offers a staged approach, building in peer opportunities and volunteering providing people an opportunity to build skills and experience, confidence and self worth.

We are looking for people who are passionate about harm reduction and making a difference in the lives of people who use drugs to join this team in its infancy. We are looking for creative and ambitious team players who are able to think outside the box and bring new ideas and ways of working to ensure that people who are accessing the service are linked into meaningful activities and opportunities and feel cared for, included and part of something. An understanding of some of the challenges people who use drugs face is essential, as is working with people with hope and understanding. We are really excited about what this project could achieve and are looking for people to help us create something which is innovative and responsive in Glasgow City Centre.

Working in partnership is key to the success of this project and this role will require the team to work alongside health and other third sector organisations, so some experience of this would be welcomed. We welcome people with their own experiences of trying to navigate the system and who have their own experience of using substances or experiencing homelessness.

We are looking for people who are keen to develop and learn alongside us and the people we support, while also understanding the real challenges people face and being able to work within an environment where people are at different stages of their journey, celebrating 'any positive change'.

'We See You' will be delivered out of hours, so staff will be expected to work between 4pm-9pm during the weekend, and 11-5 at weekends over 7 days, on a rota basis. Part time staff can expect to work 2/3 evenings and 1 weekend shift per week.

Responsibilities

Warmth and Regard

- Recognising and valuing everyone (Equality and Diversity)
- Offering a friendly personalised and caring service
- Treating people with kindness, dignity and respect
- Acting with compassion
- Showing warmth and welcome to everyone
- Taking difficult decisions sensitively and with due regard to others
- Taking a calm, professional and intelligent approach to stigma

Inclusion and Participation

- Participation in group team meetings to aid continuous improvement of the people who use our services and volunteer experience
- Encouraging the participation and inclusion of people we support
- Actively engaging people and making them aware of the We See You project
- Participation in group team meetings to aid continuous improvement of our service
- Exploring choices and options with people we support or fellow colleagues
- Making things easy for others
- Embracing technology in delivering your role*
- Supporting people, staff and volunteers to become digitally included*

Personalised and Creative

- Innovation and creativity
- Bring your skill set and experience to support the delivery of groups and sessions for people who use the service.
- Helping to find solutions that are a good fit for someone, irrespective of who they are or the problem they have
- When someone isn't at their best, quickly recognising there's probably something else going on, and finding ways to respond with care
- To build on our current street cycle volunteer pool

Supportive and Ambitious

- Work to change the public perception of causes of homelessness and substance use.
- Helping to bring hope through our words and actions
- Helping to build trust
- Being supportive and showing care

Partnership and Collaboration

- To support the wider homelessness and harm reduction services
- Fostering positive relationships with our partners
- Working alongside partners positively to achieve aims
- Support partners within Glasgow
- Building team togetherness and collaboration
- Fostering a positive problem-solving vibe

Leadership and Learning

- Making things happen
- Motivating and inspiring others
- Taking time to reflect on what's working and what isn't
- Taking care of our 'places and spaces' so they feel tidy and welcoming
- Asking for help and learning to do things better
- Playing an active role in our social media strategy*

*These **core digital responsibilities** are part of every role at the Simon Community.

- **Digital inclusion is embedded as part of our service delivery.** Some of the people we support have little experience and knowledge of the internet and using email. If you are in a frontline role, you will be expected to help them connect, understand and be safe, and promote digital inclusion for people unable to access the benefits of the online world. As a team member, you are also expected to be an 'active learner' yourself and support colleagues' digital learning (e.g. sharing tips or advice on using our systems), so that we all get better at using digital tools.
- **Our digital platform is a key part of our working environment.** Our operating platform is **GSuite**, a cloud based system that will allow you to share files, collaborate, communicate, meet and access the organisation remotely. We will provide you with a Chromebook and android smartphone to do this. Our **Management Information System (MIS)** is Netsuite. You will be trained in using Netsuite and its application. We have a **team intranet** – the IMPACT Platform – for updates, resources and 'all things Simon'.
- **Sharing our work publically helps to change society's misconceptions about homelessness and generate support.** We use various forms of social media to inform, communicate, gather support and share what we do including websites, youtube, Twitter, Facebook and Instagram. We expect everyone to share what we do through various media outlets – e.g. helping to create blogs, videos, social media posts, information pieces and news items. This helps people understand what we do better understand homelessness. This helps grow public empathy for people we support. We also get a huge amount of support from people and organisations so we want to share what we do as a result of that support.

Person Specification

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	Essential	Desirable	Proven by
Training and qualifications	<ul style="list-style-type: none"> SVQ 3 or willing to work towards (opportunities to undertake these qualification will be available) 	<ul style="list-style-type: none"> Trauma informed practice Harm Reduction trained (training will be available) Naloxone trained Group work 	<ul style="list-style-type: none"> application and interview
Experience	<ul style="list-style-type: none"> Experience of working alongside people that use substances, using a harm reduction approach Experience of delivering and facilitating group work 	<ul style="list-style-type: none"> We welcome applications from people with lived/living experience Proven track record of working in multi agency team Building positive networks and connections 	<ul style="list-style-type: none"> application and interview
Knowledge and Skills	<ul style="list-style-type: none"> Fully committed to Simon Community Scotland's Mission and Core Values Ability to work with people in a way that takes into consideration their individual and cultural beliefs Able to approach your role and tasks with an empathetic and non judgemental attitude Good communication and people skills 	<ul style="list-style-type: none"> Knowledge of harm reduction (substance use) Knowledge and understanding of causes and effects of homelessness Understanding of services that support homelessness across the city 	<ul style="list-style-type: none"> application and interview
Personal	<ul style="list-style-type: none"> Be a positive person who leads by example. Be a good colleague and enjoys being 		<ul style="list-style-type: none"> interview

	<p>part of a robust team.</p> <ul style="list-style-type: none">• Have a willingness to learn and adapt with each situation.		
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