

Role Description

Key Worker (casual work), LEAP Out of Hours Care Project

Evenings mid-week, night shifts and weekend hours available

For over 50 years, Cyrenians (a Scottish Charitable Incorporated Organisation (SCIO), registered charity number SC011052) has tackled the causes and consequences of homelessness.

We understand that there are many routes into homelessness, and that there is no 'one size fits all' approach to supporting people towards more positive and stable futures. That's why all our work is values-led and relationships-based. We meet people where they are, and support them towards where they want to be.

Our Vision is an inclusive society in which we all have the opportunities to live valued and fulfilled lives. We work to make that vision a reality through our Mission to support people excluded from family, home, work or community on their life journey.

We aim to offer consistently excellent service across all locations and in all our activities. Our way of working is built on our four core values:

Compassion: We believe that everyone should have the chance to change, no matter how long that might take.

Respect: We believe in tolerance, acceptance, valuing diversity and treating each other as equals.

Integrity: We are committed to the highest quality of work, grounded in honesty, generosity, sincerity and professionalism.

Innovation: We are willing to take risks, challenge convention and be very creative in our search for new ways of working, in particular by taking account of the environmental impact of our decisions. .

1 General

Cyrenians services recognise the links between substance misuse and homelessness and are committed in supporting people access the help they need to reduce harm to themselves and the community - and to maximise recovery.

Lothian and Edinburgh Abstinence Project (LEAP) is an intensive programme for up to 8 people who want to stop drinking or using drugs. The programme is delivered over 12 weeks and participants attend a structured group work programme Monday to Friday.

During the programme participants live within a therapeutic community, providing a safe place to live, maximising engagement with the programme through the reinforcement of key messages, emotional support and facilitating opportunities to give and receive peer support outwith the core programme hours.

We are seeking casual key workers to be part of a team supporting this community on their individual paths to recovery.

2 Tasks and Responsibilities

Support and encouragement

- To provide emotional support to participants during shifts.
- Encourage participants to engage in activities and attend mutual aid meetings.
- To monitor significant changes in mood or participation, sharing with the programme therapy team as deemed necessary.
- To create and uphold a culture of respect and equality.
- To support the community to manage difference and resolve conflict in an appropriate manner.
- Support community members to adhere their treatment 'contract'.

Wellbeing activities

- Support the group with preparation and sharing of meals together.
- To welcome and host weekend in-reach peer workers (weekends).
- To welcome and host weekend mutual aid visitors (weekends).

Building safety and security

- To ensure that the building is kept safe and secure.
- Support and encourage those resident to be responsible for the shared environment and their own rooms and belongings.
- To ensure that COVID specific health and safety procedures are developed, reviewed and updated as guidance is changed; and that these are adhered to by residents and those visiting the building.
- Communicate any maintenance issues to the Senior Key worker and Building Manager.
- Ensure fire assessment sheets are completed.
- Complete weekend-specific building requirements such as flushing the water system (where appropriate).
- Ensure hygiene and cleanliness in the kitchen are upheld.

Monitoring and evaluation

- Keep accurate and up to date records relating to the work you are carrying out.

Communication, Meetings and Events

- Provide/ receive handover the therapy team from the core programme and colleagues during shift change.
- Respond to any incoming enquiries with strict adherence to data protection.

3 Person Specification

Knowledge and Experience	
Experience of working with and supporting vulnerable individuals or groups	Essential
Experience of working in a residential setting	Desirable
Knowledge of issues that lead to or affect addiction and recovery	Essential
Understanding of peer and mutual aid support	Desirable
Experience of monitoring and evaluating work	Desirable
Lived experience of recovery	Desirable
Qualifications	
Trauma Informed Practice	Desirable
First Aid Training	Desirable
Fire Warden Training	Desirable
Food hygiene	Desirable
Skills	
Excellent organisational skills	Essential
Confident decision maker and able to work autonomously	Essential
Proven ability to establish relationships with people – excellent interpersonal skills	Essential
Values and attributes	
Passionate about enabling vulnerable people to overcome problems and reach their potential	Essential
Creative and innovative problem solver	Essential
Respectful of others	Essential
Energy, drive and enthusiasm to ensure the service and all those involved in it thrive	Essential
Strong personal boundaries	Essential

4 Terms & Conditions

<u>Employer:</u>	Cyrenians
<u>Line Manager:</u>	Cyrenians Senior Key Worker
<u>Workplace:</u>	Firrhill, Edinburgh
<u>Working Hours:</u>	Casual work
<u>Salary:</u>	£12.07 per hour (waking hours)

Disclosure:

This is made up of an hourly rate of £10.44 plus £1.63 per hour to reflect any entitlement to annual leave; and £10.02 (sleeping hours) PVG membership required

5 Application deadline and Interview dates

Recruitment for this role is open, i.e. there is no set closing date. We will review applications as they are received and arrange to meet with candidates that we wish to take forward (usually within 7 days of receipt). This vacancy opened on 03/10/2022 and will be closed once we have appointed.

Please refer to the Recruitment Information leaflet for further information on completing and submitting your application form.