

Pathway Recovery Worker Information Pack

Initiative	The Beacons (Organisation Liber8 Lanarkshire)
Job Title	2 x Pathway Recovery Worker
Located/Base	Across 4 Localities in South Lanarkshire
Hours	35 hrs (may consider job share)
Salary	£23,114 – £12.70 p/h
Reports To	Beacons Project Lead

Host Organisation: Operating Principles & Ethos

Liber8 has operated in Lanarkshire for 18 years; our mission is to improve the health, wellbeing and the quality of people's lives, with a particular regard to reducing the negative impact of alcohol and substance misuse on the individual, families and communities.

Our guiding principles, that we believe are essential, are based on the enduring fundamentals of service provision and the ethos held within Liber8, which are open access available to everyone; choice for people using our services; the improvement of the health and wellbeing for all and quality assurance - to provide the best quality service.

We operate in accordance with our values of:

- Passion: engaging emotionally
- Respect: valuing each and every individual
- Compassion: kindness, caring, and genuine willingness, to help others
- Healing: promoting health of mind and body for all
- Empathy: experiencing the feelings, thoughts, and experience, of another
- Caring: promoting health, healing, and the installation of hope
- Recovery: positive recovery and growth for everyone

The Beacons Initiative

The Beacons Initiative is four Recovery focused venues in the four localities of South Lanarkshire, Hamilton/Blantyre: Cambuslang/Rutherglen: Clydesdale / Lanark and East Kilbride.

The Beacons provide a range of recovery focussed activities to individuals and families in recovery from alcohol, substance use and mental health issues in South Lanarkshire. The initiative has a particular focus on upskilling people with lived experience and to provide assertive outreach activities; targeting those people who are often deemed as 'hard to reach'; with the aim of increasing the numbers of people accessing and completing treatment and care support services and interventions successfully and promoting recovery for all.

The Beacons also offer a range of training opportunities for people with lived experience who are in recovery with the aim of establishing a 1st Responders Team of volunteers with lived experience, this team will become the front door entry system for those not currently engaging or sporadically engaging with services.

Liber8 are seeking to recruit 2x Pathway Recovery Workers, to join our Beacons team. The postholders will be engaged in multi-agency working and establishing pathways with other partners and agencies to facilitate people's engagement with the Beacons. Providing a range of opportunities and activities, including 1-1 sessions and group work activities suited to locality-based needs and individual Beacons while working with participants to support social (re)integration, promoting recovery, resilience, peer support and self-determination.

Job Description

Job Role: Pathway Recovery Worker

Purpose of Job Role

Liber8 are seeking to recruit 2 Pathway Recovery Workers to join our Beacons team and to support the ongoing successful Beacons Initiative.

As a Pathway Recovery Worker, you will

- Assist in the development and maintenance of strong working relationships with relevant statutory and voluntary agencies, facilitating people's pathway and access to The Beacons and recovery.
- Work closely with Community Addiction Recovery Services (CAREs) and other commissioned ADP services to ensure clear pathways for people to the Beacons
- Assist in the development of close links with local communities promoting a greater understanding of Recovery: making Recovery visible and providing pathways for people to engage in recovery opportunities
- Work closely with other team members and partner agencies at all times to ensure the highest possible standards of support.
- Provide support to people with lived experience of drug and alcohol issues on an individual and group basis.
- Work with people in a way that promotes equality, facilitates recovery, and supports the development of the persons sense of control over their lives and recovery journey
- To promote, contribute to and embed an environment which encourages and supports recovery principles and recovery approaches both when working with individuals and within the Beacons
- To engage in development activities with volunteers and participants of The Beacons, assisting them to prepare for other appropriate opportunities.
- To engage and support volunteers and participants to progress their development and individual recovery journeys.
- To provide practical and emotional support to volunteers and participants in their recovery journey
- Support and contribute to relevant initiatives, events and networks led by the Beacons and partners.
- Accurately maintain all recording systems - paper based and computerised (including databases) and ensuring compliance with Liber8's procedures, providing regular reports as required
- Maintain clear, accurate individual records, which are accessible to people using services within the agreed policy
- The post holder will be expected, at all times, to be familiar and comply with the policies, procedures and guidelines for good practice, issued by Liber8 and The Beacons.

Person Specification

Pathway Recovery Worker	Essential:	Desirable
Qualifications & Experience		
<ul style="list-style-type: none"> ▪ SVQ 2/3 in Healthcare or relevant previous experience working with people who have mental health and/or addiction problems ▪ Demonstrates a commitment to supporting recovery from alcohol and/or drugs ▪ Able to work as part of a team. ▪ Ability to work autonomously and prioritise workload under the direction of the named manager. ▪ Experience of working in a related community setting ▪ Excellent verbal and written communication skills ▪ Understand the impact of alcohol or drug misuse on individuals, families, and communities. 	✓ ✓ ✓ ✓ ✓ ✓	✓
Skills, Experience & Knowledge		
<ul style="list-style-type: none"> ▪ At least 6-month experience working in a similar discipline or environment ▪ A good understanding of recovery, alcohol/ substances use/ recovery /mental health issues and how they affect people ▪ Deep understanding and experience of working through collaboration and participation, within a volunteer, participatory, visitor or user focused environment. ▪ Practical problem-solving skills and ability to suggest options and alternatives ▪ Awareness and experience of working with individuals experiencing alcohol or substance misuse issues / lived experience ▪ Awareness of using activities as a tool to achieve personal goals ▪ A competent knowledge and use of Microsoft Office / IT e.g. Word/ Excel/ PowerPoint ▪ Understanding of issues involving vulnerable client group and community organisations. ▪ Capable of building strong relationships with internal and external stakeholders to ensure they meet ever changing requirements ▪ Experience of supporting people, taking a person-centred approach. ▪ Able to motivate, support and advocate for people using services 	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
Personal Attributes		
<ul style="list-style-type: none"> ▪ Evidence of key interpersonal skills such as active listening, cultural sensitivity, healthy working boundaries, non-judgemental and an ability to manage conflict. ▪ Evidence of working with people from varying backgrounds – service users, participants, volunteers, frontline staff, and partner agencies ▪ Self-motivated and can work on own initiative. ▪ Flexible and hands on approach to work- with a ‘can do’ attitude ▪ Excellent communication and time management skills 	✓ ✓ ✓ ✓ ✓	
Work requirements		
<ul style="list-style-type: none"> ▪ Willingness to cover a wide geographical area ▪ Full driving licence and access to own transport with appropriate business insurance. ▪ Flexible work patterns including evenings and weekends. Able to take part in rota system ▪ Participate in the weekly rota system and provide on call duties to people using The Beacons in the evenings and at weekends if required. ▪ This post is subject to Membership of the Protection of Vulnerable Groups Scheme (PVG) and a disclosure satisfactory to Liber8 is required. 	✓ ✓ ✓ ✓ ✓	
Communications and relationships		
<ul style="list-style-type: none"> ▪ The post holder is required to develop and maintain internal and external positive working relationships with colleagues and partner agencies ▪ The post holder will create, develop, and maintain positive relationships with individuals, using skills and experience and including core conditions for example, warmth, empathy, compassion, and non-judgemental approach 	✓ ✓	