

Job Description

Trainee Key Worker (Lived Experience)

Community Connections Service

Fixed term until 31st March 2024

For over 50 years, Cyrenians 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.

Our way of working is built on our four core values, which are at the heart of all our work and decisions:

Compassion | Respect | Integrity | Innovation

[Read more about us and our values](#)

[Read about our strategic aims](#)

1 Background to Role

Based within our Community Connections Team, Cyrenians is looking for someone with lived experience of homelessness, offering a fixed term contract up to 16 hours per week. The aim of the role is to give those with a lived experience of homelessness a range of work-based skills over different homelessness outreach and prevention services within Cyrenians.

The role will offer an opportunity to gain work-based skills and participate in a bespoke training programme. By working alongside multi-staff disciplinary teams, you will work with those encountering multiple complex needs, getting a flavour of how this is delivered across different homelessness services. Our person-centred approach means that placements is tailored to each person, enabling you to offer your own experiences of homelessness and/or recovery, to help improve our service/ programme design and delivery.

You should have experience of homelessness and/or recovery and an understanding of the support services that help those navigating these systems. You will be expected to use your own experience to assist others who have had or are in contact with homelessness or recovery services (peer work).

You will take part in work-based experiences in a range of different services and participate in a bespoke training, learning and employability programme. The Aim of the role is to help you make the next step towards employment and/or formal qualification. During the traineeship you will be supported to identify and plan next steps at the end of the programme

2 Main Tasks and Responsibilities

Establishing helping relationships and providing practical help and support:

- Sharing personal experiences in a way which is purposeful and intentional within formalised peer support
- Empowering people to make positive and informed life choices
- Shadowing Workers within placement services to provide information, support or to signpost service users to relevant services they may require
- Accompanying service users to meetings and activities
- Identifying and supporting access to community resources and natural supports within the community
- Supporting people to be more independent

Participating and contributing to training and events

- Participating in our bespoke training & employability programme some of which include:
 - Trauma informed practice level 1
 - Skilled helper approach
 - Professional boundaries
 - Having Challenging Conversations
 - Risk assessments
 - Child/ Adult protection
 - Peer Research Training
 - Employability & work-based skills
 - We will also source external training based on your individual interests and goals
- Taking part in reflective practice group & individual sessions

Promoting the service

- Promoting awareness and understanding of what Peer Work is
- Information sharing with local services and partner agencies
- Building productive and respectful relationships with supporting partners
- Communicating regularly with other staff within the team and, external agencies

Monitor, evaluation and reporting

- Participating in planning, monitoring and evaluating the impact of the service using your experience to inform how the service grow and develop

- Keeping a creative journal of your placement and training experiences
- Helping design and implement systems to evidence the impact of the project, and using your experience of placements to enhance our services in a trauma informed way

Most challenging part of the job

- You will have to manage competing demands on time
- You will frequently and directly be exposed to highly emotive information on a regular basis, including regular exposure to service users' stories and experiences
- You will have to develop and maintain relationships with other peer workers

Additional Tasks

- Ensure delivery is within the guidelines presented in Cyrenians policies and procedures
- Engage in regular support and supervision with your Line Manager
- Participate in meetings relevant to the role.

3 Person Specification

Knowledge and Experience	
Ability to share personal experience of homelessness or recovery in a way that is accessible and/or relatable to others	Essential
Understanding of the barriers faced by those experiencing severe and multiple disadvantage within homelessness	Essential
Working/Voluntary Experience	Desirable
Knowledge of community resources that might support people who experience severe and multiple disadvantage	Desirable
Skills and Attributes	
Ability to utilise personal experience of the homelessness or recovery systems to support and empower others	Essential
Ability to form and maintain supportive relationships	Essential
Strong communication skills	Essential
Ability to share experience whilst maintaining professional boundaries	Essential
Computer and I.T. Skills	Essential
Ability to relate to people in a variety of contexts	Essential
Values and approach	
Ability to respect the choices of others	Essential
Compassionate and inclusive	Essential
Tolerance and flexibility	Essential

4 Terms & Conditions

<u>Employer:</u>	Cyrenians
<u>Line Manager:</u>	Community Connections Manager
<u>Workplace:</u>	Norton Park, Albion road, Edinburgh
<u>Working Hours:</u>	Two to three days a week up to 16 hours
<u>Annual Leave</u>	25 days, plus 10 public holidays (pro rata)
<u>Salary:</u>	£11.34 per hour
<u>Pension:</u>	Auto enrolment into Qualifying Workplace Pension Scheme (QWPS) which is a Group Stakeholder Pension Scheme current contributions being 5% employee and 3% employer. Option of enhanced Employer contributions to the same QWPS of 6% initially, rising to 9% after 2 years and 12% after 5 years (subject to employee contributions of 6%).
<u>Disclosure:</u>	PVG membership is required
<u>Funding:</u>	This post is fixed term until 31 st March 2024

5 Application deadline and Interview dates

<u>Closing date:</u>	12 noon on Monday 24 th April 2023
<u>Interview date</u>	4 th May 2023
<u>2nd Interview:</u>	TBC

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