

## Development Worker Information Pack

<b>Initiative</b>	The Beacons (Organisation Liber8 Lanarkshire)
<b>Job Title</b>	Development Worker
<b>Located/Base</b>	Across 4 Localities in South Lanarkshire
<b>Hours</b>	35 hrs (may consider job share)
<b>Salary</b>	£25, 480 -£14 p/h
<b>Reports To</b>	Beacons Project Lead

### **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 focused 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.

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.

We are looking to appoint an experienced development worker to progress the ongoing development and growth of The Beacons. Lived experience is not a stipulation for this post, however an understanding and experience of alcohol / drug issues is desirable.

## Job Description & Person Specification

### Development Worker: Purpose of Job Role

Liber8 are seeking to recruit a Development Worker to join our Beacons team to support the ongoing successful Recovery Orientated System of Care, (ROSC) which underpins the successful Beacons Initiative. Knowledge, understanding and experience of working with people who are experiencing complex social and emotional circumstances including alcohol/drug use or mental health difficulties is required.

#### As a Development Worker, you will

- Assist in the development and maintenance of strong working relationships with relevant statutory, voluntary agencies and community groups.
- Undertake outreach activities in each of South Lanarkshire's four localities; this will facilitate the necessary networking, connections and collaborative practices between colleagues and relevant stakeholders.
- Organise, support, and contribute to relevant initiatives, events and networks led by the Beacons and partners.
- Represent the Beacons at strategic and operational, regional and locality forums to ensure we are able to meet our strategic objectives.
- Assist in the design, development and coordination of a programme of activities and opportunities for the volunteers and community members of The Beacons.
- Work closely with other team members and partner agencies at all times to ensure the highest possible standards are met.
- Participate in the identification and recruitment efforts of Community Members and Volunteers
- Identify community skills, assets, issues and needs and work closely with the Training & Development Officer to design a programme of activities and training to meet the needs.
- Working collaboratively with the Beacons colleagues who will be providing 1-1 interventions Community Members and Volunteers
- Contribute to raising community awareness to tackle stigma and discrimination and raise awareness to promote The Beacons activities.
- Develop and provide recovery focused activities, linking with other addiction services across South Lanarkshire to identify people to engage in recovery communities.
- Work with people in a way that promotes equality, facilitates recovery, and supports the development of the person's sense of control over their lives and recovery journey.
- Provide information and advice on substance use issues and recovery enquiries to people, partner organisations and other professionals in order to provide accurate information.
- Support and contribute to relevant initiatives, events and networks led by the project lead and partners.
- Assist the project lead with the monitoring and planning of the services provided, especially in response to the feedback of Community Members and Volunteers producing reports as required.
- Where required challenge any inappropriate behaviour or areas of conflict between Community Members and Volunteers, offering mediation.
- 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 person's sense of control over their lives and recovery journey.
- Engage and support volunteers and participants to progress their development and recovery journeys.

- Provide support and assistance to other members of the team.
- Maintain clear, accurate individual records,
- 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.
- Carry out general administrative duty's other activities relevant to the post remit

<b>Qualifications &amp; Experience</b>	<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>▪ SVQ 2/3 in healthcare or equivalent qualification or demonstrable relevant previous experience working with people who have mental health and/or addiction problems</li> <li>▪ Demonstrates a commitment to supporting recovery from alcohol and/or drugs</li> <li>▪ Able to work as part of a team.</li> <li>▪ Experience of working in a related community setting</li> <li>▪ Excellent verbal and written communication skills</li> <li>▪ Understand the impact of alcohol or drug misuse on individuals, families, and communities.</li> <li>▪ Ability to work autonomously and prioritise workload under direction</li> </ul>	✓ ✓ ✓ ✓ ✓ ✓	
<b>Skills, Experience &amp; Knowledge</b>		
<ul style="list-style-type: none"> <li>▪ Previous demonstrable experience working in a similar discipline or environment</li> <li>▪ A good understanding of recovery, alcohol/ substances use/mental health issues and how they affect people.</li> <li>▪ Demonstrates a commitment to supporting recovery from alcohol and/or drug use</li> <li>▪ Experience of working with individuals experiencing alcohol or substance misuse issues / lived experience.</li> <li>▪ Practical problem-solving skills and ability to suggest options/alternatives.</li> <li>▪ Competent working knowledge of Microsoft Office / IT</li> <li>▪ Capable of building strong relationships with internal and external stakeholders</li> <li>▪ Experience of supporting people, taking a person-centred approach.</li> <li>▪ Able to motivate, support and advocate for people using services.</li> <li>▪ Evidence of working with people from varying backgrounds</li> <li>▪ Self-motivated and can work on own initiative, with a 'can do' attitude</li> </ul>	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
<b>Work requirements</b>		
<ul style="list-style-type: none"> <li>▪ Willingness to cover a wide geographical area</li> <li>▪ Flexibility to work occasional evenings and weekends required</li> <li>▪ Full driving license and access to own transport with appropriate business insurance.</li> <li>▪ Participate in the weekly rota system</li> <li>▪ This post is subject to Membership of the Protection of Vulnerable Groups Scheme (PVG) and a satisfactory disclosure is required</li> </ul>	✓ ✓ ✓ ✓	