



Job Description

Ability Development Worker – Home Services

This is a new role

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 General

Cyrenians services provide a range of activity aimed at improving the lives of those who experience severe and multiple disadvantage. We want to do more and we want to do it in the following three ways:

- Continue learning the causes, extent and impact of severe and multiple disadvantage.
- Develop new and innovative ways to relate to people experiencing multiple disadvantage, including the offer of specific interventions
- Use our learning to influence wider system change

Our newest post will deliver social support to people in receipt of Medication Assisted Treatment (MAT) in relation to substance use. Funded by the Drugs Death Taskforce via the Corra Foundation, the post will support people to access and complete courses of treatment and provide support to liaise with other agencies including housing, health and others.

Research looking at missed healthcare appointments has shown they are a significant risk marker for all-cause mortality with a close relationship evident between mortality and missed appointments. In particular, patients with long term mental health conditions who missed more than 2 appointments per

year had an eightfold increase in death, as opposed to those who did not miss any, with most of this death from external causes such as suicide and drug overdose.

2 Role

The role will have a focus on creating bespoke support packages for people in recovery from drug use who are accessing treatment. Support will be guided by the person in receipt; exercising choice and control over their recovery.

Referrals into the project will come from clinical staff at the Access Place, the medical practice for people experiencing homelessness. It is anticipated that the caseload will be kept small to allow for high quality and flexible support.

We would look to provide a flexible, highly tolerant offer of support on an assertive outreach basis that could take the service to where people are and focus on developing a supportive relationship, with a view to acting as a bridge into primary and secondary care.

The role will also be supported by a staff member with lived experience of social injustice. This person will provide a step-down service for people who are coming to the end of their treatment and still require ongoing social support.

3 Tasks and Responsibilities

Supporting People

- Provide good quality, psychologically informed support to people who use the service
- Manage a caseload of approximately 7-10 people that is flexible and person centred

Data Management and Evaluation

- Collect data on operation of project including use of Lamplight and other software packages. We anticipate we will seek to evaluate how many people have been supported, the impact upon their recovery, and the number of other professionals that have benefitted from findings of the work.
- Participate in ongoing evaluation of the project.
- Analyse data gathered to identify key trends

Working in Partnership

- Build and maintain strong working relationships with key partners in health, housing and substance use services that ensure the service reaches those with the greatest need.
- In conjunction with Cyrenians Community Connections team, work in partnership with people with lived experience of social injustice to deliver a seamless service.

Creative Skills

- Work flexibly and creatively to ensure the ambitions and goals of people using the service drive the support they receive
- Present evidence, resources and key trends to other partners within the network, when required
- Manage the use of personal budgets to ensure people have access to a wide range of opportunities in their recovery.

Other

- Participate in service team/planning meetings and reviews.
- Participate in annual performance review and supervision sessions.
- Undertake training which is appropriate to the project's needs.
- Undertake other tasks as required by the Outreach/Home Pillar Services.

4 Person Specification

Values and attributes	
Positive outlook, self-motivated and flexible	Essential
Ability to demonstrate resilience in dealing with emotions and distress	Essential
Committed to supporting those who face disadvantage or stigma	Essential
Committed to the demonstration of respect and compassion towards those we work with.	Essential
Organised and dependable.	Essential
Committed and enthusiastic about ability to bring about change	Essential
Knowledge and Experience	
Strong organisational skills and confident decision maker	Essential
Ability to establish good, trusted relationships	Essential
Agile and flexible in approach to workload	Essential
Ability to work autonomously to plan workload, meet deadlines and also work as part of a wider team.	Essential

Excellent written and verbal communication skills	Essential
Knowledge of substance use trends and how they impact upon people's lives	Essential
Knowledge of homelessness services within Edinburgh	Desirable
Experience in data collection, monitoring and evaluation	Desirable
Ability to use IT systems to produce written reports	Desirable
Lived experience of substance use and recovery	Desirable

5 Terms & Conditions

<u>Employer:</u>	Cyrenians
<u>Line Manager:</u>	Housing and Support Manager, Home
<u>Liaison with:</u>	Cyrenians Outreach Services
<u>Workplace:</u>	Norton Park
<u>Working Hours:</u>	37 hours per week
<u>Annual Leave</u>	25 days plus 10 public holidays, pro rata
<u>Salary:</u>	£28,533 per annum (scale point 26).
<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>Duration:</u>	2-year funding period lasting until 31 st August 2025
<u>Disclosure:</u>	PVG membership required

6 Application deadline and Interview dates

<u>Closing date:</u>	12 noon on Monday 11 th September 2023
<u>Interview dates:</u>	Week beginning 18 th September 2023
<u>Second stage:</u>	TBA

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

Further information can be found at www.cyrenians.scot