

Job description

Community Resilience Worker

Post currently funded until end March 2025 – applications to undertake the role on a secondment basis are welcome

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, the Edinburgh Health and Social Care Partnership and Queen Margaret University have teamed up to deliver a city-wide **Edinburgh Community Resilience Programme**, inspired by the aims of the Edinburgh Wellbeing Pact for everyone in Edinburgh to have more good days.

Reset is an innovative Community Resilience programme, operating across the city of Edinburgh, for people aged 60+. As a part of our team you will visit people at home, the place they call home, or sometimes in a hospital ward to provide one-to-one person-centred key work, working autonomously and creatively, so the people we support can remain independent at home and in the community.

The Reset team works very flexibly and you will have a freedom in making decisions. We are responsive and focused on building trusted relationships with the people we work with. We often support people to access suitable housing, maximise their income, linking people with essential services and meaningful activities.

You should also have the ability to demonstrate our values of compassion, respect, integrity and innovation in the work that you do.

Cyrenians requires all staff to be flexible in their approach and willing to help meet the aims of the charity, and those who use our services, in whatever circumstances arise. We expect all staff to display care, respect and a non-

judgmental approach, being prepared to work tenaciously and imaginatively towards successful outcomes.

2 Tasks and Responsibilities

Provide excellent one-to-one support to people 60+ in Edinburgh

- Work autonomously to provide holistic one-to-one key work, including e.g. housing, income maximisation, facilitation access to health services and activities and reflecting the resilience framework underpinning the whole program.
- Support people aged 60+ to make informed decisions about next steps and goals and support their progression.
- Work in collaboration with partner agencies to actively and meaningfully contribute to research embedded in the programme.
- Demonstrate vibrant enthusiasm and commitment to Reset and help its successful city-wide implementation.
- Apply a range of methods in practice, with *Relationships First* as the primary approach, and keep up-to-date with best practice informed by attendance at forums such as Edinburgh Pact on a regular basis.

Work with partner agencies to deliver successful outcomes to the people we support

- Work collaboratively with a range of stakeholders across Cyrenians, third sector, health and social care, and housing aimed at supporting people to remain independent in the community and help avoiding unplanned admissions to acute care settings.
- Develop knowledge of local services and community-based resources within your locality and act as a source of information and signposting to colleagues in NHS/Edinburgh Health and Social Care Partnership and public sector settings, who, like Cyrenians, seek to deliver more holistic interventions and prioritise utilising solutions alternative to statutory provision.
- Work alongside and in partnership with your team, Health and Social Care and Queen Margaret University colleagues and other third sector and statutory organisations.
- Show excellent team work ethic, supporting Cyrenians, partners and colleagues to succeed.

Measuring and Valuing

- Ensure all Cyrenians' monitoring and reporting systems are maintained.
- Participate in learning/training associated with monitoring and evaluation.
- Conduct ethical data collection in a timely, consistent and person-centred manner to support the work of our QMU Partners throughout the project's lifespan.
- Work with your service manager and the partners to ensure Key Performance Measurements and reporting deadlines are met.

Participate in all aspects of the management and monitoring of the service.

- Participate in service planning meetings and reviews.

- Engage in continuous improvement and development of the service aligned to the evolving needs of those engaging with the service and our partners.
- Maintain an individual work plan that is consistent with the overall service plan.
- Participate in Annual Review and regular supervision sessions.
- Undertake training which is appropriate to the project's needs.
- Undertake other tasks as required by the service manager.

3 Person Specification

Knowledge and Experience	
Experience of working directly with people in participatory and inclusive ways	Essential
Experience, or understanding of, challenges and barriers faced by older people in maintaining their independence and resilience	Essential
Ability to establish good professional working relationships with a range of partners and stakeholders	Essential
Ability to support people to identify changes they wish to make and journeying with them to achieve change ambitions	Essential
Ability to maintain administrative systems and excellent digital skills	Essential
Experience of lone working and visiting support in a variety of settings including homes and communities	Desirable
Carrying out assessments/ completing questionnaires	Desirable
Values and attributes	
Conscientious, practical, committed and hard working	Desirable
Positive thinker and creative problem solver	Desirable
Patient and respectful	Essential
Flexibility and team work	Essential
Ability to use own initiative and organise own workload	Essential
Comfortable with test and learn process in work place, comfortable with the unknown	Essential
Creative approach to dealing with problems and solution focused	Essential
Qualifications: We recognise a range of qualifications as transferrable to the Community Resilience Worker's role but do not stipulate any specific as essential.	

4 Terms & Conditions

Employer:	Cyrenians
Line Manager:	Reset Service Manager
Reporting:	Report against work plan at regular support and supervision meetings
Liaison with:	Other Cyrenians staff, key stakeholders and referral sources within volunteering and older people's network

Workplace:	Edinburgh
Working Hours:	37 hours per week (Mon-Fri) which may include requirement to work occasional evenings and weekends.
Annual Leave:	25 days plus 10 public holidays pro rata
Salary:	£27,653 - £30,380 per annum (scale points 25-28)
Pension:	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%)
Disclosure:	PVG Scheme membership is required
Funding:	This post is funded until 31 March 2025

5 Application deadline and Interview dates

Closing date:	Closing date is noon on Monday 15th January 2024
Interview date:	Thursday 25th January 2024. Interviews will be held at our offices in Norton Park, EH7 5QY
Stage 2 date:	to be confirmed
Start date:	As soon as possible (open to discussion)

For more information or an informal chat please contact Pauline Moffat paulinemoffat@cyrenians.scot, mobile: 07807 948 706.

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