



Job Description

Key Worker – Homelessness and Gambling

This is a new role, funded to 30th June 2026

Two posts are available: 35 hours/week (part time) and 37 hours/week (full time)

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 activities aimed at improving the lives of those who experience severe and multiple disadvantages. 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(s) will focus on developing our understanding of the intersection between homelessness and gambling harms. The project will aim to develop a range of suitable support interventions in 1:1 and groupwork settings.

2 Role

This is a new project developing Cyrenian's new Homelessness and Gambling Harms service and is an exciting opportunity to be part of a team shaping the service's aims and delivery.

You will work with people who have been affected by gambling harm, whether that is the gambler, or someone affected by another person's gambling. Our intended outcome is improved recovery capital – supporting individuals to recover a life that has meaning for them. This is likely to include: improved mental health and wellbeing; increased positive personal networks of support; increased practical skills; increased independence. This project will contribute towards the evidence base about relapse and recovery.

This project will reach those who have experienced the greatest inequalities and people from disadvantaged communities.

3 Tasks and Responsibilities

Cyrenians' services recognise the links between Gambling and homelessness and are committed in supporting people to access the help they need to reduce harm to themselves and the community and to maximise recovery.

Capacity Building and Support

- Support the set up and delivery of relationship based practical and emotional 1:1 support for those who experience problematic gambling harm and for affected others, using a variety of tools.
- Assist with the set up and delivery of support groups for those experiencing gambling harm and for affected others.
- Support the development of referral pathways and signposting and maintain relationships with referrers.
- Complete assessment tools which identify extent of individual problem and impact.
- Identify the barriers faced by homeless people in accessing the support currently available and work with your team to tackle them.
- Link to other Cyrenians projects that can provide other forms of support such as: Foundations to Employment, Key to Work/College, Housing First and Hospital In-Reach, Homelessness Navigator, Peer Work, Mediation and Support, and our residential communities.

Data Management and Evaluation

- Collect data on operation of project including use of Lamplight and other software packages.

- Participate in ongoing evaluation of the project in conjunction with funders Gamble Aware and IPSOS.
- Keep accurate and up to date records relating to your work.
- Support the Service Manager with content for reports including case studies.

Learning and Development

- Undertake CRAFT Training to support the service delivery for affected others.
- Share learning across Cyrenians services to increase their confidence in responding to gambling harms.
- Participate in the training provided in relation to the role and the wider organisation.
- Participate in regular support and supervision and annual review of performance and service.
- Any other tasks identified by the service manager/line manager as appropriate.

Network Presence

- Network with other GambleAware funded organisations delivering aftercare projects to share learning. Implement the learning from others within the network to improve and increase the resources available to people at risk of gambling harm.
- Maintain partnerships with relevant external bodies and organisations across the gambling harms sector.

Other

- Participate in service team/planning meetings and reviews.
- Participate in annual performance review and supervision sessions.
- 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 whilst maintaining professional and personal boundaries	Essential
Agile and flexible in approach to workload	Essential
Ability to work independently to plan workload, meet deadlines and also work as part of a wider team.	Essential
Good written and verbal communication skills	Essential
Experience of supporting people on a 1:1 basis – whether through employment, volunteering or life experience	Essential
Knowledge of gambling harms and how they impact upon people’s lives	Desirable
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 gambling harms – either as a gambler or somebody who has been affected by another person’s gambling	Desirable
Experience of delivering groups	Desirable

5 Terms & Conditions

<u>Employer:</u>	Cyrenians
<u>Line Manager:</u>	Outreach Services Manager, Home
<u>Liaison with:</u>	Cyrenians Outreach Services
<u>Workplace:</u>	Norton Park Conference Centre, with some travel
<u>Working Hours:</u>	35 or 37 hours per week
<u>Annual Leave</u>	25 days plus 10 public holidays, pro rata
<u>Salary:</u>	£23,997 per annum (scale point 20) This equates to £22,699 per annum for a 35-hour week
<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%)

Duration:

Fixed-term until 30th June 2026

Disclosure:

PVG membership required

6 Application deadline and Interview dates

Closing date:

Wednesday 21st February 2024

Interview dates:

Wednesday 28th and Thursday 29th February 2024

Second stage:

Friday 1st March 2024

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