

Senior Recovery Worker Information Pack

Initiative	The Beacons (Organisation Liber8 Lanarkshire)
Job Title	Senior Recovery Support Worker
Located/Base	4 Localities in South Lanarkshire
Hours	35 hrs (may consider job share)
Salary	£28,028.00
Reports To	Beacons Project Manager

The Beacons Project

The Beacons Project operates four recovery-focused venues across South Lanarkshire, providing a variety of support activities and opportunities for individuals and families recovering from alcohol and substance use issues. As part of the Recovery Oriented Systems of Care (ROSC), we offer evidence-based interventions to promote recovery, resilience, and self-determination. This is an exciting second phase of the Beacons. Due to the success of the past four years, we are expanding our team and implementing a new structure,

We are seeking two Senior Recovery Support Workers to join our dynamic and supportive team. If you are looking for a rewarding career where you can make a tangible difference, this role is for you. You will end each week knowing that your efforts have positively impacted the lives of our participants.

The postholders, will work closely with and support their colleagues. They will primarily support Beacons recovery workers and assistants to provide a range of support interventions opportunities and activities, including 1-1 sessions with participants, encouraging their use of an Asset Based Approach in their practice and ensuring a person-centered approach is utilised.

The team will also deliver and host a range of group work programmes and workshop activities suited to locality-based needs and individual Beacons. Crucially, working collaboratively with the participants and those who have joined our volunteer programme in our recovery communities to identify, design and deliver group work and workshops. One aim of the Beacons is to work together with participants to support their social (re)integration, promoting recovery, resilience, and self-determination. You will be engaged in multi-agency working and establishing pathways with other partners and agencies to facilitate people's engagement with the Beacons.

Liber8 Lanarkshire:

Liber8 has operated in Lanarkshire for 20 years; our mission is to improve the health, wellbeing and the quality of people's lives, with a particular regard to reducing the negative impact of alcohol and substance use on the individual, families and communities.

Our guiding principles, that we believe are essential, are based on the enduring fundamentals of service provision and the ethos held within Liber8, which are open access available to everyone; choice for people using our services; the improvement of the health and wellbeing for all and quality assurance - to provide the best quality service.

We operate in accordance with our values of:

- Passion: engaging emotionally
- Respect: valuing each and every individual
- Compassion: kindness, caring, and genuine willingness, to help others
- Healing: promoting health of mind and body for all
- Empathy: experiencing the feelings, thoughts, and experience, of another
- Caring: promoting health, healing, and the installation of hope
- Recovery: positive recovery and growth for everyone

Job Description & Person Specification

Senior Recovery Support Worker: Purpose of Job Role

The Senior Recovery Worker's responsibilities will encompass a variety of roles designed to support and facilitate recovery from substance issues. Your duties include but are not limited to:

Key Aims and Responsibilities

- **Developing and Maintaining Relationships:** Build strong connections with statutory and voluntary agencies. Facilitate development and access to The Beacons and recovery pathways for individuals.
- **Team Support Communication and Development:** Act as the primary contact between the Project Manager and Recovery Team, ensuring open communication and team cohesion. Work closely with other Seniors. Assist, support and encourage other team members as needed, be their 'go-to' person.
- **Volunteer Support:** Support volunteers in their development and recovery journeys. Assist in preparing them for appropriate opportunities and progression.
- **Practical and Emotional Support:** Offer practical and emotional support to volunteers and participants throughout their recovery journey. Promote equality, facilitate recovery, and support individuals in gaining control over their lives and recovery journey.
- **Team Coordination:** Develop and maintain effective working relationships and clear open communication with wider staff team at Liber8 and those working in external agencies. Collaborate effectively with all Beacons staff team to ensure high standards of support. Ensure that a positive internal culture is maintained throughout the project.
- **Activities and Opportunities:** Identify and ensure a range of varied activities and opportunities are accessible to the participants in each Beacons, including training opportunities that are available and accessible to the Beacons. Ensuring a range of social, emotional, mental health and physical activities are available and accessible. Work with the wider team and participants to identify, organise, and deliver activities.
- **Collaboration and Standards:** Collaborate with team members and partner agencies to ensure high standards. Practicing, person centred support which is trauma informed and asset based and foster this approach throughout the wider team.
- **Community Engagement:** Operate within the ROSC model, liaise with Community Addiction Recovery Services (CAREs) and other commissioned ADP services to create clear pathways to The Beacons. Develop links with local communities to promote understanding and show visible Recovery. Provide pathways for community members to engage in recovery opportunities.
- **Promoting Recovery Principles:** Foster an environment that supports recovery principles and approaches. Encourage recovery-oriented behavior, ensuring a range of recovery opportunities are available including recovery meetings and SMART
- **Initiatives and Events:** Yearly calendar schedule, organise, support and contribute to initiatives, events, and networks led by The Beacons and partners.
- **Administrative Responsibilities:** Maintain accurate recording systems, both paper-based and computerised, in compliance with Liber8's procedures. Ensure team colleagues are familiar with and utilising the data systems. Ensure that teams have all work plans, records and reviews kept up to date and stored securely and that the electronic recording of performance indicators, statistical returns and monitoring data is carried out regularly and timeously. Ensure teams compliance with record requirements. Provide regular quarterly reports including teams' statistical recordings.
- **Policy Compliance:** Familiarise yourself with and adhere to Liber8 and The Beacons' policies, procedures, and guidelines for good practice.
- **General Duties:** Carry out general administrative duties and other activities relevant to the post as required.
Your role is crucial in promoting recovery, supporting individuals and communities, and ensuring the effective operation of The Beacons in line with Liber8's values and standards.

PERSON SPECIFICATION

Qualifications & Experience	Essential	Desirable
▪ Minimum SVQ 2/3 in healthcare or at least 2 years relevant previous experience working with people who have experienced substance use issues	√	
▪ Demonstrates a commitment to supporting recovery from substance use	√	
▪ Able to work cohesively, and lead as part of a dynamic team.	√	
▪ Experience of working in a related community setting	√	
▪ Understanding of the principles and application of service user involvement.		
▪ Excellent verbal and written communication skills	√	
▪ IT Skills required		
▪ Understand the impact of alcohol or drug misuse on individuals, families, and communities.	√	
Skills, Experience & Knowledge		
▪ Previous demonstrable 2-year experience working in a similar discipline or environment	√	
▪ A good understanding of recovery, alcohol/ substances use/ recovery and how they affect people.	√	√
▪ Practice an asset-based and human rights-based approach		
▪ Previous Team Lead experience is desirable		√
▪ Awareness of using activities as a tool to achieve personal goals	√	
▪ Capable of building strong relationships with internal and external stakeholders		√
▪ Experience of supporting people, taking a person-centred approach.		√
▪ Able to motivate and support people using services.		√
▪ Evidence of working with people from varying backgrounds		
▪ Understanding of and familiarity with interventions in substance use settings such as relapse prevention, mutual aid, self-help groups and 12 step fellowships.		√
▪ Self-motivated and can work on own initiative, with a 'can do' attitude.	√	
Skills, abilities & aptitudes		
▪ Ability to manage own diary, administrative tasks and day to day work.	√	
▪ Ability to work flexibly and creatively in motivating and supporting service users.	√	
▪ Ability to motivate and support volunteers and participants.	√	
▪ Competent IT skills in using Microsoft office for reports, e-mails, calendar and database inputting for monitoring and evaluation of own work.	√	
▪ Ability to manage own and others motivation	√	
▪ Ability to successfully facilitate and lead groups.	√	
Work requirements		
▪ Willingness to cover a wide geographical area	√	
▪ Ensure the team, keep accurate recordings, review and update support plans, record events and observations and keep appropriate records as required	√	
▪ Full driving license and access to own transport with appropriate business insurance.	√	
▪ Participate in the weekly rota system 5 over 7	√	
▪ This post is subject to Membership of the Protection of Vulnerable Groups Scheme (PVG) and a satisfactory disclosure to Liber8 is required	√	