



Health & Wellbeing Worker Edinburgh

Join our mission to end youth homelessness in Scotland!

For over 30 years, we have been dedicated to **preventing youth homelessness** and supporting young people in building better futures.

JOB PACK

Rock Trust aims to ensure that every young person in Scotland has access to **expert youth specific services** to assist them to avoid, resolve, and move on from homelessness.

We work to ensure that **the public, policy makers, commissioners, and practitioners understand the issues**, make decisions, and take actions which will help us end youth homelessness.

LAST YEAR WE HELPED

1,129

young people avoid or move
on **from homelessness**



Kate Polson,
Rock Trust CEO

As well as providing routes away from homelessness and into secure housing options, we also support young people with their mental health, employability and independent living skills.

Every young person is different and no single version of support is appropriate for every person.

We want to prevent young people experiencing homelessness at all, but where this isn't possible, we're determined to make sure that any experiences of homelessness are brief and non-recurring.

What is it like to work at Rock Trust?

Rock Trust is an ideal workplace for individuals who are looking to be inspired and motivated by their day-to-day work. Whatever your role, Rock Trust is a place for people to bring their true selves and build authentic, genuine relationships with co-workers, volunteers, partners, supporters, and young people.

Safety Fairness Respect Positivity

These values exist for our staff, volunteers and the young people we work with. They underpin everything we do, including how we measure success and reflect on our work.

When we interview new potential colleagues we always ask them to talk to us about these values and their personal relationship to them. This really helps us get to know people, and see how they might fit into Rock Trust. Crucially, we've had feedback that it also helps break the ice and show people what working at Rock Trust is like because of what is important to us.

Working for Rock Trust is my first experience of working in the voluntary sector and I really appreciate being part of an organisation that puts its values into practice. The welfare of the young people we support really is at the heart of all we do.

I am a Team Leader, and the role is far from easy, but I never dread going to work because Rock Trust understands the importance of recruiting the right people and we have a supportive and compassionate team.

Alison, Team Leader in Fife



What do we offer to our staff?

We take pride in fostering inclusivity within our organisation, building on everyone's strengths and collaborating effectively. By investing in and supporting our teams, we ensure the best outcomes for the young people who need us.

- Flexible working
- Wellbeing day
- TOIL
- Increase in your annual leave entitlement each year
- Annual Leave purchase scheme
- Employer Pension Contributions (6%)
- Enhanced Maternity, Paternity and Adoption Leave
- Talent Development
- Core and individual training opportunities
- Life Assurance of 3 x your annual salary
- Employee Assistance Programme (EAP)
- A funded Social Committee
- Cycle to work scheme
- £50 eye care voucher every 2 years
- Interest free train season ticket loans



I have had many jobs over the years, but I can safely say this is one of the friendliest and most supportive environments I have worked in. The Rock Trust is a very welcoming place to be, and I feel very fortunate to work alongside the people I do.

Being able to work flexibly has been a huge perk for me. It has allowed me to fit in other commitments I have outside of work.

Danny, Edinburgh Youth Housing Hub Lead

Our teams

- Senior Management Team
- People and Business Support Team
- Finance Team
- Communications and Fundraising Team
- Properties and Facilities Team
- Services | Edinburgh, East Lothian, and Midlothian
- Services | Perth
- Services | West Lothian
- Services | Glasgow
- Services | Fife
- Services | Upstream Scotland



I can honestly say that I work with some of the kindest, most dedicated, and most supportive people at Rock Trust. Across all departments, everyone's thoughts and ideas are always valued and welcome.

Joanne, Partnerships Lead



Job description

Job Title: Health and Wellbeing Worker

Contract: Fixed Term until 31st August 2026. 24.5 hours per week

Location: Edinburgh

Salary: £26,844.23 - £30,835.58 per annum (pro-rata - depending on experience)

Mission Statement

Our long-term vision is to end youth homelessness, our more immediate mission is to ensure that every young person in Scotland has access to expert youth specific services to assist them to avoid, survive and move on from homelessness.

Context

We are looking for a psychotherapist, allied health professional, and/or counsellor to join our team. The Health and Wellbeing Worker will be based within the Youth Development Team but will work with other teams in the organisation. The Health and Wellbeing Worker will use a person-centred approach with young people to build trust and enable them to improve outcomes with a focus on:

- Mental and emotional health, self-esteem, and confidence
- Relationships, boundaries, and safety

The Health and Wellbeing Worker will work with young people within a psychotherapeutic role in one-to-one support and group work. Where appropriate they will support young people to gain additional support from statutory services.

Reporting to

Health and Wellbeing Team Leader

Job description

Responsibilities

Project Delivery

- Provide support to young people on a needs led basis within a flexible framework and varied settings, including one to ones, issue-based group work and drop ins.
- Promote the development of resilience and mental health support in young people.
- Maintain effective record keeping systems and information for the purposes of monitoring and evaluation.

Project Development

- Promote and maintain a service user involvement ethos across services.
- Develop partnership working in a manner that promotes the work of Rock Trust and facilitates appropriate referrals.

Quality & Compliance

- Maintain registrations and continuing education with registered body such as HCPC, BAAT, BCAP
- Work within legal frameworks such as: HCPC, BACP, National Care Standards for Housing Support Services, GIRFEC, Child Protection and POVA.
- In conjunction with other staff, provide a cost-efficient service and source additional funding where appropriate.

Leadership & Development

- Line manage and provide formal and informal support to allocated staff, students and/or volunteers.
- As part of Health and Wellbeing Team, provide effective and professional leadership, supporting and promoting the activities of Rock Trust and contributing significantly to building a high performing organisation.
- To provide visible leadership and motivate staff to ensure that delegated responsibilities are achieved, and effective communication maintained.
- Nurture a culture of Respect, Safety, Positivity and Fairness, that allows our colleagues to thrive, take appropriate risks and learn from mistakes.
- Identify and make recommendations for improvement to contribute to the continuous operational improvement of the organisation.
- Maintain an up-to-date knowledge of relevant legislation, policies and best practice related to youth homelessness and community care.

Other

- To act in accordance with Rock Trust values.
- To undertake other duties in line with the role as required.

This job description is not exhaustive. It merely acts as a guide and may be amended to meet the changing requirements of the Rock Trust at any time after discussion with the post holder.

Person specification

Essential

- Current professional registration with appropriate governing body (HCPC, BACP, or BAAT)
- Knowledge of the health and wellbeing issues affecting young people who have been homeless or are vulnerable to homelessness, including Care Leavers
- A working knowledge and experience of Person-Centred Practice
- (Post qualifying) experience of supporting young people through one-to-one support
- Work well as part of a team (own and other teams in organisation)
- Ability to manage a caseload within a working theoretical model
- Confident communicator with excellent interpersonal skills
- Basic IT Skills in Word, Excel and Outlook
- Ability to work to tight deadlines under one's own initiative, with a can-do attitude
- Creative approach with a passion for problem-solving and pursuing new ideas and initiatives

Desirable

- Additional post qualifying qualifications such as CBT, Counselling, Health Promotion, Mental Health First Aid
- Experience of developing and delivering group work to young people
- Experience of working in partnership with voluntary and statutory services
- Completed ASSIST training
- Excellent organisation and time management skills
- Willingness to work on a flexi time system involving attendance at events outside of office hours
- Full UK driving license and access to a car

Instructions to apply

1. Download and complete the three documents below:

- Application Form
- Equal Opportunities Form
- Criminal Convictions Declaration

2. Visit our vacancies web page.

3. Click “APPLY HERE” on the web page and upload the forms and declaration to our portal.

We will review applications daily and will be in touch as soon as possible if we'd like to invite you for interview.

If you would like to speak to someone about the role in more detail, or if you face any obstacles to completing an application, please get in touch.

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Good luck!