



Job Title: Participation & Engagement Worker
Grade: 5
Salary: (£27,042 - £29,428)
Hours: 37.5 hrs per week (job share considered).
Base: Ayr (covering South Ayrshire)

RecoveryAyr are seeking to recruit a proactive and passionate Participation and Engagement Worker with a specific focus on ensuring the voices of individuals and families are collected and considered as part of ongoing service improvement activities, recognising that there is much to be gained from individuals and families with 'lived experience' of recovery. The post holder will also support the implementation of the Charter of Rights for People Affected by Alcohol and Drugs across South Ayrshire.

The post holder will be based with a staff team of lived experience workers, who have wide range of experience providing support for individuals and families affected by alcohol, drugs or involved with justice services.

Key roles and responsibilities of the post holder will include:

- Support the development and coordination of experiential activities (including families) within the Alcohol and Drug Partnership (ADP) structure including the Peer2Peer Network, Compass Engagement Group and Families Voices Group.
- Support individuals and family members to take part in experiential activities, sharing their views safely and confidently, and providing appropriate training and support e.g. communication skills, leadership, teamwork, community research and participation.
- Support the development of creative engagement resources e.g. tools for gathering experiential feedback e.g. surveys, discuss group questions, feedback forms, drop-ins.
- Plan and undertake experiential activities using a range of approaches ensuring activities are inclusive and accessible to all e.g. one to one interview, discussion groups, workshops, creative engagement sessions.
- Undertake analysis of experiential feedback, prepare reports with key findings representing the views of participants.
- Support individual and family involvement in meetings, panels, recruitment, commissioning activities.
- Support the establishment and coordinate of activities being taken forward in South Ayrshire to implementation of the Charter of Rights for People who Use Substances.
- Develop and delivery a range of awareness raising activities for individuals, families, and staff in relation to the Charter of Rights.
- Supporting gathering evidence in relation to the implementation of the Charter of Rights.

- Actively promote the experiential and rights activities by linking with local groups and services, attending relevant meetings and events, and exploring the use of social media.
- Ensure participants in experiential activities are safe, supported and follow appropriate safeguarding policies.
- Provide support to the wider team for the delivery of recovery focussed groups and activities where required.
- Work collaboratively with local services and community groups to embed participation and rights approaches into practice.
- Undertake other activities appropriate to the role as may be required by your Line Manager.
- Undertake other tasks appropriate and as required.

Essential Requirements of the Post Holder

- Lived experience of recovery from alcohol or drug use.
- An understanding of the values and principles underpinning participant involvement models, and the Charter of Rights.
- Ability to build positive and trusting relationships using a compassionate and trauma informed approaches.
- Strong communication skills including active listening, empathy, and group facilitation.
- Commitment to equality, diversity, inclusion, and human rights.
- Ability to maintain professional boundaries.
- Strong organisation skills including project planning, coordination, report writing and ability to work to deadlines.
- Ability to work both independently and as part of a multidisciplinary team.
- Willingness to work evenings and weekends as required.
- Understanding of the challenges which may be experienced within the project with the knowledge and ability to resolve difficult situations.
- Good literacy and IT skills.
- Willingness to undergo training and skills development relevant to the post.
- To become a member of the PVG Scheme.

Desirable Requirements of the Post Holder

- Experience of planning and delivering training.
- Experience of speaking in public and/or to groups
- Knowledge of the local area and community
- Knowledge of local recovery groups and services
- A SVQ or similar qualification (or working towards) in Health & Social Care, Community Development, or other qualification relevant to the role.