

Development Worker Information Pack

Initiative	The Beacons (Organisation Liber8 Lanarkshire)
Job Title	Development Worker
Located/Base	Across 4 Localities in South Lanarkshire
Hours	21hours
Salary	£26,640.00 (pro rata)
Reports To	Beacons Project Manager

The Beacons Initiative

The Beacons Initiative is four Recovery focused venues in the four localities of South Lanarkshire, Hamilton/Blantyre: Cambuslang/Rutherglen: Clydesdale / Lanark and East Kilbride.

The Beacons provide a range of recovery focused activities to individuals and families in recovery from alcohol, substance use and mental health issues in South Lanarkshire. The initiative has a particular focus on upskilling people with lived experience and providing a range of activities

We are seeking a part-time Development Worker to join our dynamic and supportive team and continue the work of the previous post holder. The Development Officer will support the growth, sustainability, and impact of Beacons by contributing to service development, partnership working, and continuous improvement. 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 Development Worker aim is to connect Beacons participants with a wide range of community assets, services, and opportunities. By building strong links with local organisations, groups, and resources, the role will help participants access meaningful opportunities, reduce isolation, and make the best use of community strengths to support recovery, wellbeing, and long-term positive outcomes. The postholder will work closely with and support their colleagues. They will primarily support Beacons recovery support workers to provide a range of support interventions, opportunities and activities. Utilising an Asset Based Approach in their practice, linking wider communities to the recovery community.

The team delivers a range of group programmes; workshops, interventions and activities suited to locality-based needs and individual Beacons. Crucially, working collaboratively with the Seniors, the Development worker will identify and work with a range of external partners to identify and provide interventions and opportunities within the Beacons to participants. One aim of the Beacons is to work together with participants to support their social (re)integration, promoting recovery, resilience, and self-determination. The post holder will be engaged in multi-agency work 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 health, wellbeing and the quality of people's lives, with a particular regard to reducing the negative impact of alcohol and substance use on individuals, 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 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

Development Worker: Purpose of Job Role

Liber8 are seeking to recruit a Development Worker to join our Beacons team to support the ongoing successful Recovery Orientated System of Care, (ROSC) which underpins the successful Beacons Initiative. Knowledge, understanding and experience of working with people who are experiencing complex social and emotional circumstances including alcohol/drug use or mental health difficulties is required.

As a Development Worker, you will

- Assist in the development and maintenance of strong working relationships with relevant statutory, voluntary agencies and community groups.
- Undertake work in each of South Lanarkshire's four localities; this will facilitate the necessary networking, connections and collaborative practices between colleagues and relevant stakeholders.
- Organise, support, and contribute to relevant initiatives, events and networks led by the Beacons and partners.
- Represent the Beacons at strategic and operational, regional and locality forums to ensure we are able to meet our strategic objectives.
- Assist in the design, development and coordination of a programme of activities and opportunities for the volunteers and community members of The Beacons.
- Work closely with other team members and partner agencies at all times to ensure the highest possible standards are met.
- Identify community skills, assets, issues and needs and work closely with the Seniors and teams to design a programme of opportunities, activities and training to meet the needs.
- Working collaboratively with the Beacons colleagues who will be providing 1-1 interventions Community Members and Volunteers
- Contribute to raising community awareness to tackle stigma and discrimination and raise awareness to promote The Beacons activities.
- Develop and provide recovery focused activities, linking with other addiction services across South Lanarkshire to identify people to engage in recovery communities.
- Work with people in a way that promotes equality, facilitates recovery, and supports the development of the person's sense of control over their lives and recovery journey.
- Provide information and advice on substance use issues and recovery enquiries to people, partner organisations and other professionals in order to provide accurate information.
- Support and contribute to relevant initiatives, events and networks led by the manager and partners.
- Assist the project manager with the monitoring and planning of the services provided, especially in response to the feedback of Community Members and Volunteers producing reports as required.
- Consult and collaborate with Community Members and Volunteers to identify needs and interests
- Work with people in a way that promotes equality, facilitates recovery, and supports the development of the person's sense of control over their lives and recovery journey.
- Engage and support volunteers and participants to progress their development and recovery journeys.
- Provide support and assistance to other members of the team. Ensure development activity aligns with safeguarding, equality, and data protection requirements
- Maintain clear, accurate individual records,
- Support the design, development, and implementation of new and existing services
- Contribute to service reviews, evaluations, and improvement plans

- Ensure development work is aligned with recovery principles, trauma-informed practice, and co-production
- Support the meaningful involvement of people with lived experience in service design and delivery
- The post holder will be expected, at all times, to be familiar and comply with the policies, procedures and guidelines for good practice, issued by Liber8 and The Beacons.
- Carry out general administrative duty's other activities relevant to the post remit

Person Specification

Qualifications & Experience	Essential	Desirable
▪ SVQ 2/3 in healthcare or equivalent qualification or demonstrable relevant previous experience working in a similar post	✓	
▪ Demonstrates a commitment to supporting recovery from alcohol and/or drugs	✓	
▪ Able to work as part of a team.	✓	
▪ Experience of working in a related community setting	✓	
▪ Excellent verbal and written communication skills	✓	
▪ Understand the impact of alcohol or drug misuse on individuals, families, and communities.	✓	
▪ Ability to work autonomously and prioritise workload under direction	✓	
Skills, Experience & Knowledge		
▪ Previous demonstrable experience working in a similar discipline or environment	✓	
▪ A good understanding of recovery, alcohol/ substances use/mental health issues and how they affect people.		✓
▪ Demonstrates a commitment to supporting recovery from alcohol and/or drug use	✓	
▪ Work autonomously, connecting organisations and agencies to the Beacons using their own initiative, seeking advice as necessary		✓
▪ Solution Focused. Practical problem-solving skills and ability to suggest options/alternatives.	✓	
▪ A high standard of IT Skills required for this post Microsoft Office / IT	✓	
▪ Ability to represent Beacons at meetings, forums, and events as required		✓
▪ Experience of working with individuals experiencing alcohol or substance misuse issues / lived experience.		✓
▪ Capable of building strong relationships with internal and external stakeholders	✓	
▪ Self-motivated and can work on own initiative, with a 'can do' attitude		✓
▪ Keep accurate up to date records and details in accordance with policies and procedures	✓	
Work requirements		
▪ Willingness to cover a wide geographical area	✓	
▪ Flexibility to work occasional evenings and weekends required		
▪ Full driving license and access to own transport with appropriate business insurance.	✓	
▪ Participate in the weekly rota system if required	✓	
▪ This post is subject to Membership of the Protection of Vulnerable Groups Scheme (PVG) and a satisfactory disclosure is 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.