

Job Description

## Female Peer Worker

### Edinburgh Recovery Housing (ERH) Team

Fixed term for 1 year

**Under Schedule 9 of the Equality Act 2010 only women are eligible to apply.**

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.

Our mission is to tackle the causes and consequences of homelessness through learning from lived experience; by delivering targeted services which focus on prevention, early intervention and support into a home; and by influencing changes in legislation and policy.

Our way of working is built on 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](#)

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## 1 General

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### About the service

Edinburgh Recovery Housing is an exciting new service that provides accommodation and support to those who are undertaking the LEAP 12-week residential rehab programme as well as follow on accommodation.

We are currently in the process of establishing a 4-bedroom Women's Recovery House within Edinburgh for those leaving residential rehabs throughout Scotland. As the house is not yet open you will be involved in helping shape the service.

The aim of the service is to give women greater access to recovery housing and to see an improvement in their health and wellbeing as a result. We would like to achieve a deeper understanding of women's journey through treatment and offer them the support, encouragement and practical skills required to move on to permanent housing and sustain their recovery.

## **About the role**

We are looking for someone with lived experience of recovery from alcohol and/or illicit substances to offer support to the women in the new women's house. Therefore, you should have experience of recovery and an understanding of the support services that help those navigating these systems. You will be expected to use your own experience to assist others who have had or are in contact with recovery services (peer work).

You will use your lived experience of recovery in a residential setting to provide emotional, social and practical support to women residing in the house. The role will foster hope, empowerment, and self-determination while modelling healthy behaviours, boundaries and coping strategies. You will be working with those encountering multiple complex needs and gain an understanding of the different types of support on offer.

Our person-centred approach means that you will be confident in dealing with our residents as they progress on their recovery journey. You will be fully supported as you develop into your new role, enabling you to offer your own experiences in a formalised Peer Support role.

## **Most challenging parts of the job**

- You will have to manage your own time and be able to work autonomously
- You will frequently and directly be exposed to highly emotive information, including service users' stories and experiences.  
This may trigger a personal response or remind you of a past trauma, therefore you will need be confident in your resilience and self-awareness
- You will have to develop and maintain professional relationships and boundaries with everyone accessing the service
- Dealing with conflict within the house while maintaining a calm approach

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## **2 Main Tasks and Responsibilities**

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### **Establish helping relationships and provide practical support:**

- Provide peer-based support and mentorship to residents in alignment with recovery-oriented practices
- Build trusting relationships through active listening, empathy and mutual respect
- Support residents with daily routines, wellness plans and goal setting activities
- Co-facilitate house meetings, wellness activities and recovery groups
- Empower people to make positive and informed life choices
- Support, accompany or signpost service users to relevant services they may require

- Monitor the women's wellbeing and support as necessary
- Assist residents in navigating resources such as health care, employment, education and community services
- Promote a safe, respectful and supportive living environment
- Model healthy boundaries, communication and conflict resolution
- Maintain accurate, confidential records and participate in weekly team meetings
- Support new residents to settle into the house
- Support residents to move on to permanent accommodation
- Working directly with the women on a one-to-one basis
- Encouraging participation in groupwork sessions, supporting the Senior Wellbeing keyworker to facilitate the wellbeing programme
- Identifying and supporting access to community resources and natural supports within the community
- Supporting people to be more involved in the recovery community

### **Training and development**

- Participate in any training and development required to fulfil the role
- Identify further employability & work-based training and/or development opportunities based on your individual interests and goals

### **Promote the service**

- Promoting awareness and understanding of what ERH is along with the other services offered by Cyrenians
- Information sharing with local services and partner agencies
- Building productive and respectful relationships with supporting partners
- Communicating regularly with other staff within the team, internal communications with Cyrenians and external agencies

### **Monitoring, evaluation and reporting**

- Participating in planning, monitoring and evaluating the impact of the service using your experience to inform how the service grows and develop
- Helping design and implement systems to evidence the impact of the project, and using your experience to enhance our services in a trauma informed way

### **Additional Tasks**

- Ensure delivery is within the guidelines presented in Cyrenians policies and procedures
- Engage in regular support and supervision with your Line Manager
- Participate in meetings relevant to the role.

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### 3 Person Specification

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<b>Knowledge and Experience</b>	
Experience of sustained recovery (ideally 1 year in sustained recovery or can evidence strong recovery capital)	Essential
Understanding of the barriers faced by those in early recovery along with the importance of connection as part of the recovery journey	Essential
Work or volunteering experience in similar area (recovery)	Desirable
Knowledge of community resources that might support people who experience severe and multiple disadvantages	Desirable
<b>Skills and Attributes</b>	
Ability to form and maintain supportive relationships and empower others while maintaining professional boundaries	Essential
Strong communication skills	Essential
Basic computer and I.T. skills	Essential
<b>Values and approach</b>	
Non-judgemental, compassionate and inclusive	Essential
Confidence in your own recovery and your ability to maintain it	Essential

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### 4 Terms & Conditions

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<u>Employer:</u>	Cyrenians
<u>Line Manager:</u>	Senior Keyworker, Edinburgh Recovery Housing
<u>Workplace:</u>	Edinburgh
<u>Working Hours:</u>	12 hours per week
<u>Annual Leave</u>	25 days plus 10 public holidays pro-rata
<u>Salary:</u>	£24,326 per annum pro rata plus pension. Which equates to £7,890 for a 12-hour week (National living wage)
<u>Pension:</u>	Auto-enrolment into Qualifying Workplace Pension Scheme (QWPS) which is a Group Stakeholder Pension Scheme paid by salary exchange. 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%)
<u>Funding:</u>	Initially funded for 1 year
<u>Disclosure:</u>	PVG scheme membership for adults is required

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## **5 Application deadline and Interview dates**

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Closing date: 12 noon on Monday 11<sup>th</sup> August 2025  
Interview date Friday 22<sup>nd</sup> August  
2<sup>nd</sup> Interview: TBC

Please refer to the Recruitment Information leaflet for further information on completing and submitting your application form.