



DEDICATED ADDICTION WORKER

Join a team that
changes lives
every day.

Supporting people in hospital
through crisis, recovery and
lasting change.



CHANGE STARTS WITH
ONE CONVERSATION

Substances Support Scotland
www.substancessupportscotland.org

Welcome to Substances Support Scotland

At Substances Support Scotland (SSS), we believe that change starts with one conversation.

Through our ASSIST service, we provide compassionate, trauma-informed support to individuals affected by alcohol and substance use who are experiencing complex challenges in their lives. We recognise that many people face multiple barriers to recovery, including homelessness, housing instability, poor mental health, social isolation, financial hardship and limited access to support.

The Hospital Navigator role is a vital part of helping people overcome these barriers. By providing practical support, advocacy and care coordination, Hospital Navigators help individuals move from crisis towards stability, improved wellbeing and meaningful change.

This is more than a job. It is an opportunity to make a genuine difference in people's lives every day.

About the Role

The Dedicated Addiction Worker forms part of the ASSIST Service and provides intensive support to individuals affected by alcohol and substance use who are experiencing multiple and complex challenges.

The role focuses on recovery planning, psychosocial support, harm reduction, motivation, resilience and community reintegration.

Working across community the Dedicated Addiction Worker will support individuals to overcome barriers, access essential services and improve stability within their lives.

You will work collaboratively with statutory and third-sector partners to ensure individuals receive coordinated support and, where ongoing recovery-focused intervention is required, facilitate onward referral to other organisations.



Dedicated Addiction Worker

Job Description

Responsible To: ASSIST Service Coordinator

Location: Fife (Community, Outreach and Partner Settings)

Salary: £30,000 per annum

Hours: 36 Hours per Week

Contract: Fixed Term 12 months (Subject to Funding)

Job Purpose

The Dedicated Addiction Worker will provide ongoing recovery-focused support to individuals affected by alcohol and substance use.

This role is focused on recovery planning, psychosocial support, harm reduction, motivation, resilience and community reintegration. The Dedicated Addiction Worker will work alongside individuals over a longer period, helping them build recovery capital, strengthen support networks and maintain positive progress.

The role will work closely with Hospital Navigators, housing services, NHS partners and other community organisations to ensure individuals receive coordinated and effective support.

Key Responsibilities

- Build positive, trusting and professional relationships with individuals affected by alcohol and substance use.
- Deliver structured one-to-one recovery-focused interventions.
- Complete comprehensive assessments and develop personalised recovery plans.
- Support individuals to identify strengths, aspirations and achievable goals.
- Deliver evidence-informed psychosocial interventions that support recovery and wellbeing.
- Deliver training covering the complexities of working with people with addictions, to local authority.

- Support relapse prevention and recovery maintenance planning.
- Deliver harm reduction advice and interventions.
- Distribute and promote naloxone where trained and appropriate.

- Support individuals to reconnect with family, community and social networks.
- Encourage access to volunteering, education, employability and meaningful activities.
- Advocate on behalf of individuals experiencing barriers to support.
- Work collaboratively with NHS services, housing providers, local authorities and third-sector partners.
- Support individuals to sustain tenancies and maintain stability.
- Maintain accurate, timely and confidential records.
- Participate in supervision, reflective practice and team meetings.

Essential Skills, Knowledge and Experience

Qualifications

- SVQ Level 3 in Health and Social Care (or equivalent recognised qualification).
- Full UK Driving Licence.
- PVG Scheme Membership or willingness to obtain membership.

Experience

- Experience supporting individuals affected by alcohol and/or substance use.
- Experience supporting individuals experiencing homelessness, housing instability or social exclusion.
- Experience working with vulnerable individuals experiencing multiple disadvantage.
- Experience delivering one-to-one support and interventions.
- Experience undertaking assessments, support planning and case management.
- Experience working within multi-agency partnerships.
- Experience advocating on behalf of vulnerable individuals.
- Experience in delivering training identified by the hospital / housing sector

Knowledge

- Understanding of alcohol and substance-related harm.
- Understanding of trauma-informed practice.
- Understanding of person-centred and strengths-based approaches.
- Knowledge of harm reduction principles.
- Knowledge of homelessness and housing pathways.
- Understanding of recovery-oriented practice.
- Knowledge of the Scottish Government Quality Principles.
- Knowledge of the Charter of Rights for People Affected by Substance Use.

Skills

- Ability to build trusting relationships with individuals from diverse backgrounds.
- Strong advocacy and negotiation skills.
- Ability to work independently and manage a varied caseload.
- Strong organisational and time management skills.
- Ability to work effectively as part of a multidisciplinary team.
- Competent IT and digital record-keeping skills.
- Ability to remain calm, resilient and professional when working with complex situations.
- Understanding of professional boundaries, confidentiality and information sharing.
- Excellent communication and interpersonal skills.
- Understanding of Adult Support and Protection responsibilities.

Desirable Skills and Experience

Experience

- Experience delivering recovery-focused interventions.
- Experience working within alcohol and drug services.
- Experience supporting individuals experiencing homelessness or housing instability.
- Experience facilitating group-based interventions.
- Experience contributing to service development initiatives.

Training

- Alcohol Brief Intervention (ABI)
 - Distress Brief Intervention (DBI)
 - Applied Suicide Intervention Skills Training (ASIST)
 - Scottish Mental Health First Aid (SMHFA)
 - Trauma-Informed Practice Training
 - Naloxone Training
 - Motivational Interviewing
 - Adult Support and Protection Training
 - Recovery-Oriented Practice Training
 - Experience supporting families affected by alcohol and substance use.
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What We're Looking For

We are looking for someone who believes in people's ability to change and who is passionate about supporting recovery.

The successful candidate will be:

- Compassionate and approachable.
- Recovery-focused and strengths-based in their practice.
- Skilled at building trusting relationships.
- Motivated and proactive.
- Resilient and emotionally intelligent.
- Solution-focused and adaptable.
- Passionate about reducing stigma and inequality.
- Committed to supporting people with dignity, respect and empathy.

Why Join SSS?

At Substances Support Scotland, our people are our greatest asset.

When you join ASSIST, you become part of an organisation committed to improving lives, strengthening communities and supporting recovery across Scotland.

We offer:

- A supportive and inclusive working environment.
- Comprehensive induction and onboarding.
- Ongoing training and professional development opportunities.
- Regular supervision and reflective practice.
- Opportunities to contribute to service development and innovation.
- A strong commitment to staff wellbeing.
- The opportunity to make a genuine difference every day.

Our Vision

Substances Support Scotland aims to improve the quality of life of people affected by alcohol-related problems, substance use or adverse health and social wellbeing.

Our Mission

Through equitable, accessible Scotland-wide services, we provide information, early intervention, psychosocial support, counselling and recovery support for individuals and families affected by alcohol-related problems, substance use or adverse health and social wellbeing.

Our Values

- **Compassion** - We treat everyone with dignity, respect and empathy.
- **Integrity** - We act with honesty, transparency and professionalism.
- **Inclusivity** - We welcome and support people from all backgrounds.
- **Collaboration** - We work together to achieve better outcomes.
- **Innovation** - We embrace new ideas and approaches that improve lives.
- **Accountability** - We are committed to delivering meaningful and measurable impact.

