

## Job Description

# Development Worker – Homelessness and Gambling Chances Team

For over 50 years, Cyrenians have 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

Cyrenians outreach services provide a range of activity aimed at improving the lives of those who experience severe and multiple disadvantage. We want to do more and we want to do it in the following three ways:

- Continue learning the causes, extent and impact of severe and multiple disadvantage.
- Develop new and innovative ways to relate to people experiencing multiple disadvantage, including the offer of specific interventions
- Use our learning to influence wider system change

Research has shown that individuals experiencing or at risk of homelessness are at increased risk of experiencing gambling harm.

Chances is a gambling support service that takes a person-centred and relationship-based approach to supporting people through their recovery journey and their affected others. The service delivers this through free 1:1 and groups sessions.

This project will reach those who have experienced the greatest inequalities and people from disadvantaged communities.

## **About the role**

The role will explore the prevalence of gambling harm within homelessness. The post holder will work alongside existing Cyrenians support services to develop an understanding of gambling harm as well as design interventions that are suitable for those seeking to use them.

You will also support people who have been affected by gambling harm, whether that is the gambler, or someone affected by another person's gambling. Our intended outcome is improved recovery capital – empowering individuals to recover a life that has meaning for them. This is likely to include: improved mental health and wellbeing; increased positive personal networks of support; increased practical skills; increased independence.

The post holder will represent Cyrenians and the Chances team at meetings and within networks related gambling harms and homelessness. The role requires someone who is actively seeking new ways of working and prioritises partnership working. This project will contribute towards the evidence base about relapse and recovery.

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## **2 Tasks and Responsibilities**

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### **Capacity Building**

- Work alongside Cyrenians Key Workers to develop their understanding of prevalence of gambling harm
- Work alongside other partners to broaden reach of work and increase their understanding of gambling harm
- Promote and develop support groups for people in recovery from gambling and affected others. Groups include our LBGTQ+, Gambling Recovery, and Affected Other groups.

### **Providing quality support**

- Manage referrals to the service. With service accessors input:
  - Complete initial assessments and PGSI scores
  - Create appropriate support plans
- Manage a caseload of around 15 service accessors
  - Arrange 1:1 support sessions
  - Review progress against support plans
  - Empower service users to engage with additional support services as required

### **Data Management and Evaluation**

- Collect data on operation of project, including use of Lamplight and other software packages.
  - How many people have been supported

- The impact upon their recovery
  - The number of other professionals that have benefitted from findings of the gambling harms work.
- Participate in ongoing evaluation of the project in conjunction with the Scottish Government and Public Health Scotland.
- Analyse data gathered to identify key trends

### **Learning and Development**

- Share learning on intersection of gambling harm and homelessness with Cyrenians staff by:
  - Attending team meetings
  - Writing blogs
  - Providing regular in-house training sessions.
- Support colleagues to increase their confidence in responding to gambling harms by acting as a lead point of contact.
- Develop resources that can be used to support people experiencing gambling harms throughout the various services within the organisation.
- Deliver upskilling training to external agencies on gambling harm and how we can respond to it.
- Participate in Chances service team/planning meetings and reviews.
- Participate in own annual performance review and supervision sessions.
- Complete mandatory training which is assigned (Health & Safety, GDPR, etc)
- Undertake other training that is identified and appropriate to the project's needs.

### **Network Presence**

- Work as part of a team of projects across the UK to address gambling harm. Our work is one of 10 aftercare projects funded throughout the UK by Scottish Government Levy Funding.
- Present evidence, resources and key trends to other partners within the network, when required.
- Implement the learning from within the network to improve and increase the resources available to people at risk of gambling harm.
- Attend regional and national board meetings

### **Line management**

- Provide line management to the Chances Key Worker(s), in line with Cyrenians policies and processes.
- Ensure the team are well supported and have opportunities to learn and develop

### **Practical considerations**

This role will involve travel across Edinburgh, Lothians and Borders and networking across Scotland.

You will be expected to work in an outreach capacity, often working in the community and travelling between appointments. Use of own vehicle and/or public transport will be required (costs reimbursed).

This role also involves working from home every Monday, 6-7pm, to facilitate an online support group.

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### 3 Person Specification

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<b>Knowledge and Experience</b>	
Proven ability to lead elements of a project, including planning, coordination, and delivery.	Essential
Knowledge of gambling harms and how they impact upon people's lives	Essential
Knowledge of homelessness services within Edinburgh	Essential
Experience in data collection, monitoring and evaluation	Essential
Ability to use IT systems to produce written reports	Essential
Experience of delivering training, group work and 1:1 work	Essential
Experience of line managing staff or volunteers	Essential
Lived experience of gambling harms	Desirable
Experience of addiction and recovery work	Desirable
<b>Values and attributes</b>	
Positive outlook, resilient, self-motivated and flexible	Essential
Strong organisational skills and confident decision maker	Essential
Ability to establish good, trusted relationships	Essential
Ability to work autonomously to plan workload, meet deadlines and also work as part of a wider team.	Essential
Committed to supporting those who face disadvantage or stigma	Essential
Committed to the demonstration of respect and compassion towards those we work with.	Essential

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### 4 Terms & Conditions

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<u>Employer:</u>	Cyrenians
<u>Line Manager:</u>	Outreach Services Manager, Home
<u>Liaison with:</u>	Cyrenians Outreach Services
<u>Workplace:</u>	Norton Park, Edinburgh
<u>Working Hours:</u>	Full time, 37 hours per week
<u>Annual Leave</u>	28 days plus 10 public holidays, pro rata

Salary: £29,622 per annum (scale point 25)  
Pension: 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%)  
Duration: Fixed Term to 31<sup>st</sup> March 2029  
Disclosure: PVG membership (adults) is required

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## **6 Application deadline and Interview dates**

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Closing date: 12 noon on Monday 13<sup>th</sup> July 2026  
Interview dates: Wednesday 22<sup>nd</sup> July 2026  
Second stage: TBC

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

Further information can be found at [www.cyrenians.scot](http://www.cyrenians.scot)