



## Job Description

# Ability Development Worker

## Outreach Services

### Fixed term, Full time (37 hours per week)

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. That's why all our work is values-led and relationships-based. We meet people where they are and support them towards where they want to be.

Our mission: 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.

**Compassion | Respect | Integrity | Innovation**

[Read more about us and our values](#)

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## 1 Overview

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### About the service

Cyrenians services provide a range of activities aimed at improving the lives of those who experience severe and multiple disadvantage. The Outreach Services provide relational, person-centred support to people who are not able to make use of traditional service offerings, for whatever reason.

This post will deliver social support to people in receipt of Medication Assisted Treatment (MAT) in relation to substance use. Funded by the Drugs Mission Fund via the Corra Foundation, the post will support people to access and complete courses of treatment and provide support to liaise with other agencies including housing, health and others.

This approach is informed by the growing evidence base around healthcare 'missingness', which is associated with significantly poorer health outcomes for people who drop out of courses of treatment.

## **About the role**

This role will provide flexible, person-led support for people in recovery from drug use who are accessing treatment. Referrals will come from clinical staff at the Access Place, with support focused on assertive outreach, building supportive relationships, and helping people access primary and secondary care. Small caseloads will allow for tailored, high-quality support shaped by the individual's own recovery goals.

The role will also work alongside a staff member with lived experience of social injustice to help provide ongoing social support as people transition from treatment

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## **2 Tasks and Responsibilities**

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### **Provide good quality, psychologically informed support**

- Manage a caseload of approximately 7-10 people that is flexible and person centred
- Make initial contact with all referrals for initial meeting to assess their needs.
  - Proactively follow-up when required
  - Be prepared to persist with those who are harder to engage
  - not giving up.
- Based on the client's priorities, plan how to best support them to access the relevant service(s) to achieve their goals e.g. arrange and support to appointments.
- Advocate for clients
- Ensure the service reaches those with the greatest need.

### **Data Management and Evaluation**

- Keep detailed and up to date records of all contact, work and outcomes achieved with all clients, using Lamplight, Cyrenians client journey database
  - To ensure we can demonstrate the impact of the service on their recovery
- Use NHS patient databases and communication systems (email) in line with confidentiality and GDPR requirements
- Participate in the ongoing evaluation of the project.
- Analyse data gathered to identify key trends
- Ensure the voice of our clients is represented in the development, delivery, reporting and evaluation of our services

## Working in Partnership

- Build and maintain strong working relationships with key partners in health, housing and community services.
- Use these relationships to promote/develop service engagement with our clients
- Work alongside Cyrenians Hospital In-reach team to provide flexible support in both the community and during acute hospital admissions.

## Creative Skills

- Manage the use of service budget to cover reasonable clients costs which enable them to progress (e.g. travel costs for appointments, provision of phone, clothing, etc.)

## Other

- Participate in service team/planning meetings and reviews.
- Participate in annual performance review and supervision sessions.
- Undertake training which is appropriate to the project's needs.
- Complete all assigned mandatory compliance training.
- Work in line with organisational policies and legal responsibilities, including safeguarding and protection of vulnerable groups
- Lone working practice & procedures.

## Practical considerations

Due to the outreach nature of this post, you will be based in healthcare and community settings across Edinburgh (occasionally may be further afield). Travel by public transport or foot is to be expected. Time will also be spent TAP and Cyrenians offices. Occasional working from home for admin-based tasks may also be possible.

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## 3 Person Specification

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Values and attributes	
Ability to demonstrate resilience in dealing with other people's emotions and distress	Essential
Proven experience of supporting those who face disadvantage or stigma	Essential
Committed to the demonstration of respect and compassion towards those we work with.	Essential
Organised and dependable.	Essential
Committed and enthusiastic about ability to bring about change	Essential

<b>Knowledge and Experience</b>	
Ability to establish good, trusted relationships	Essential
Ability to work autonomously to plan workload, meet deadlines and work as part of a wider team.	Essential
Excellent written and verbal communication skills	Essential
Knowledge of substance use trends and how they impact upon people's lives	Essential
Knowledge of homelessness services within Edinburgh	Desirable
Experience in data collection, monitoring and evaluation	Desirable
Lived experience of substance use and recovery	Desirable

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## **5 Terms & Conditions**

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<u>Employer:</u>	Cyrenians
<u>Line Manager:</u>	Hospital Inreach Service Manager, Outreach
<u>Liaison with:</u>	Cyrenians Outreach Services
<u>Workplace:</u>	Community based working and The Access Place
<u>Working Hours:</u>	37 hours per week (full time)
<u>Annual Leave</u>	28 days plus 10 public holidays, pro rata
<u>Salary:</u>	£29,622 - £32,543 per annum (scale points 25 - 28).
<u>Pension:</u>	Auto-enrolment into Qualifying Workplace Pension Scheme (QWPS) which is a Group Stakeholder Pension Scheme paid by salary exchange. Current contributions are 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>Duration:</u>	Fixed term - initially 31 <sup>st</sup> March 2027, with continuation funding to be pursued
<u>Disclosure:</u>	PVG membership required for Adults and Children

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

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<u>Closing date:</u>	12 noon on Monday 20 <sup>th</sup> July 2026
<u>Interview dates:</u>	Week beginning 27 <sup>th</sup> July
<u>Second stage:</u>	TBA

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