

	<u>Murray's Initiative</u> 2nd Floor, 14 North Claremont Street Glasgow G3 7LE 0141 353 1800
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JOB DESCRIPTION

Job Title: Wellbeing Support Worker – LGBTQ+ Health and Wellbeing Service

Location: Based within Murray's Initiative's Head Office in North Claremont Street with travel throughout Glasgow City for service delivery

Salary: Starting Salary £24,479 per annum (pro rata)

Hours: Part-time - 24 hours per week over 5 days - Fixed- term until 31st March 2029

Working pattern includes one evening until 9pm per week and one Saturday a month on a rota basis.

We understand that many will have other commitments outside of work and so flexible working, part-time hours or job-sharing arrangements will be considered for the right candidate.

About Us:

Murray's Initiative (formerly known as Glasgow Council on Alcohol) is an independent Scottish charity that works to reduce alcohol and drug-related harm at both individual and community levels. Established in 1965, Murray's Initiative adopts a long-term, trauma-informed and asset-based approach to changing the culture around substance use. Its services are built on a person-centred, harm-reduction model, supporting people whether their goal is to reduce consumption or achieve abstinence.

Murray's Initiative offers free, confidential counselling services for people concerned about their own or someone else's drinking. Murray's Initiative delivers a range of interventions including groupwork and employability support as well as a number of holistic and inclusive services, such as a women's service for survivors of gender-based violence, young person's peer education service, LGBTQ+ health and wellbeing support and tailored wellbeing programmes.

Murray's Initiative is also a recognised provider of professional development, offering a comprehensive training portfolio including education aimed at increasing awareness of alcohol use and promoting healthier lifestyles, COSCA Counselling Skills and a Diploma in Integrative Counselling and Psychotherapy.



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Murray's Initiative delivers services over 6 days per week and throughout Glasgow, East Dunbartonshire and East Renfrewshire, helping people make meaningful, positive change in their lives.

The foundation of Murray's Initiative is our supportive and inclusive culture for all who engage and work with us.

About the Role:

The Wellbeing Support Worker will provide safe and effective health and wellbeing support tailored to individual needs for LGBTQ+ community members experiencing issues with drugs and/or alcohol. The service addresses health and wellbeing while promoting trauma-informed practice, introducing tools to develop coping skills and supporting individuals to live healthier, more manageable lives while reducing the harms associated with alcohol and/or drugs.

The Wellbeing Support Worker will report to the Service Manager – Wellbeing.

This post requires a Protection of Vulnerable Groups (PVG) Scheme membership for both Children and Adults - successful applicants will be required to join the PVG Scheme.

Key Responsibilities of the Wellbeing Support Worker – LGBTQ+ Health and Wellbeing Service :

- Deliver effective 1:1 interventions for individuals at risk to reduce social exclusion and enhance health and wellbeing
- Assist the Service Manager - Wellbeing to develop and deliver group work programmes and recovery-focused initiatives in consultation with Murray's Initiative colleagues and service users
- Manage a caseload of service users and support individuals to achieve their health, wellbeing and recovery goals using outcome focused care planning tools such as Outcome Star
- Develop person centred support plans and structured support packages focused on achieving key, achievable goals that are recovery and outcome focused, with progress recorded and monitored
- Achieve the outputs and outcomes outlined in the service specification



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- Support individuals to remain engaged in Murray's Initiative's services, including, group work and individual one-to-one support
- Support individuals to access a range of advice, support and information in key areas such as finances, benefits, housing, health and employability
- Support individuals to engage in health-promoting activities, skills development and peer support, and monitor progress towards their individual recovery and wellbeing goals
- Establish and maintain constructive joint working relationships with other service providers and key partners, as indicated by successful cross referrals and positive feedback from service providers and partners
- Routinely and systematically engage clients in planning and delivering improvements in services
- Any other reasonable duties requested by the Service Manager – Wellbeing

Qualifications and Experience :

- An SVQ Level 2 Social Services and Healthcare or HNC Social Care is desirable
- Experience of working in the drug and alcohol field, in a community setting and with LGBTQ+ community members is desirable
- Experience of developing and delivering group work programmes
- Experience of working with people who have experienced trauma and/or adversity
- Experience of record keeping and working in line with data protection

Skills and Competencies:

- Excellent interpersonal and written and verbal communication skills
- Experience or training in motivational interviewing
- Group facilitation skills
- Confident in IT/ Computer skills including MS Teams and Zoom
- Knowledge of social model of health, trauma-informed approach and harm reduction as well as issues around social care and mental health
- The perfect candidate will be self-directed and proactive as well as being non judgemental
- Commitment to working in line with Murray's Initiative values of collaboration, respect and empathy



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Why Join Us?

- Your work will contribute to make a real difference to people's lives.
- Competitive salary and benefits package :
 - Very generous annual leave entitlement: full time employees start with an annual leave entitlement of 37 days (inclusive of 12 bank holidays) which increases with length of service.
 - Duvet days where employees may take time off at short notice.
 - Death in service policy.
 - Cycle to work scheme where employees can save money on a new bike and spread the cost.
 - And much more!
- Opportunities for continuous learning and career development.
- A supportive and inclusive work environment where your contributions are valued.

Application Process:

Interested candidates are invited to apply by completing the online application form which can be found here :

<https://murrays.livevacancies.co.uk/#/job/details/60>

If you require our application form in another format, please contact HR@murrays.scot

The following is the timescale for the process :

Closing date for applications:	Friday 18 th of September 2026 @5pm
Shortlisting:	Tuesday 22 nd of September 2026
Date of interviews:	Tuesday 6 th of October 2026
Start date:	Monday 2 nd of November 2026

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Equal Opportunity Employer:

Murray's Initiative is an Equal Opportunities Organisation. We are committed to treating all workers and job applicants fairly and equally, regardless of their sex, pregnancy and maternity, sexual orientation, religion or belief, marital / civil partnership status, age, race, disability or gender identity and expression or any other personal characteristic.

