

Job Title	Women's Development Worker (Gambling Harms)
Location / Service	Gambling Harms Team, Hybrid
Responsible to	Women's Programme Lead (Gambling Harms)
Date / Version	June 2026
Salary	£26,524 - £28,086

About Simon Community Scotland

Simon Community Scotland is the largest provider of homelessness services in Scotland. Our vision is for everyone to have a safe place to live, with access to the support they need. Every day we help make positive things happen for people facing extremely difficult circumstances. Everything we do is about and for people, the people we support, our staff, our partners and everyone affected by homelessness. Our values are built into every area of activity and tell the story of how people remain at the heart of the Simon Community.

Day by day, person-to-person, we tailor what we offer to what people need. We are here to provide consistent, friendly and informed support so that people can explore options and take 'the next step' towards a positive future. We offer support across a range of service delivery points; Street Outreach teams, Housing First initiatives, Floating Support, Information Hubs, Managed Alcohol Program (MAP), Supported Accommodations, Emergency Accommodation, Rapid Access Accommodation, and our own rented properties. These services are delivered across many local authorities within Glasgow, Edinburgh and Perth.

We welcome people with a wide range of skills and experiences to our team. To make a difference, we need to work flexibly, with everyday leadership and a 'can-do' approach. We want to make it right and make it happen – not only for the people we support, but also for each other.

Our #OneTeam ethos is core to who we are, and it means caring for and supporting each other regardless of our role, service or location. Find out more about our services here. <https://www.simonscotland.org/get-help/our-support-services/>

Job Purpose

The Gambling Harms Development Worker is dedicated to engaging and supporting women as they navigate gambling-related harms and intersecting challenges of homelessness, substance use, and mental ill health. This role facilitates the development of positive social networks and the practical skills necessary to address complexities in a trauma-informed way.

Embedded within a team of skilled practitioners, the role focuses on creating psychologically safe environments that foster connection, empowerment, and the opportunity for the women we support to influence projects through co-design.

The Development Worker is responsible for delivering person-centered support, promoting a culture of leadership and supporting risk-informed decision-making. Utilising a human rights-based approach, the worker ensures that all women have their rights upheld, assisting them in overcoming systemic barriers and accessing pathways required to live a life free from harm.

Service Delivery: Gambling Harms Team	Hybrid
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Operating nationally across Scotland, the Gambling Harms Team provides essential support and upskilling with a primary focus on existing Simon Community Scotland services in Edinburgh, Glasgow, Lanarkshire, Ayrshire, and Perth.

In addition to visiting services to engage with the people we support and staff, the team connects with external stakeholders and maintains a presence in community spaces to reach the general public and professional partners.

We utilise a hybrid working model that combines remote flexibility with in-person collaboration. While typical hours are Monday to Friday, 9 am to 5 pm, this role requires a high degree of flexibility. This includes a willingness to work unsocial hours and travel across Scotland to meet the needs of the communities we serve.

We welcome women who have experienced gambling harm or have been impacted by someone else's gambling to apply.

Job Summary

Within this exciting new role, you will support women who are at risk of, or experiencing, homelessness. Based in Scotland, you will connect with and support women across the country who are impacted by gambling harms. Your work will involve developing and hosting safe, trauma-informed spaces where individuals can access support, engage in meaningful conversations, and better understand the harms linked with gambling.

By working directly with women, you will play a key part in creating supportive environments and fostering lasting connections. Central to your approach will be the delivery of a gendered response to harm; you will have the opportunity to utilise Aila's (aila-scotland.co.uk) specialised "by women, for women" frameworks, ensuring that your support is tailored to navigate the specific systemic barriers and experiences faced by women in this space.

Key Responsibilities

- Coordinate and facilitate in-person and online sessions for women impacted by gambling, ensuring a welcoming and psychologically safe environment.
- Plan and deliver group-work and events, communicating effectively with all relevant collaborators.
- Develop partnerships with internal teams and external organisations to raise awareness and encourage shared learning.
- Deliver 1-2-1 practical support covering gambling harm, homelessness, mental health, and substance use to help women achieve their best outcomes.
- Build honest, trusting relationships with the community to amplify the lived experience voice of women impacted by gambling.
- Collaborate with the staff team to coordinate and promote attendance.
- Advocate for women's rights and ensure they can access necessary services and pathways.
- Provide information and referrals, connecting people with appropriate resources and support networks.
- Use training and reflective practice to build the skills needed to support women.
- Champion best practice by providing all support through a trauma-informed lens.
- Develop physical and digital materials to help women access clear information and support.
- Promote inclusion by working with people from diverse backgrounds with dignity, respect, and kindness.
- Contribute to a multidisciplinary team, sharing knowledge and experience for the benefit of the community.
- Maintain a proactive approach, staying responsive, flexible, and able to work on your own initiative.
- Carry out any other duties as directed by the Programme Lead.

Our Values

Inclusion & Participations	Personalised and Creative	Warmth & Regard	Partnership & Collaboration	Supportive & Ambition
We include everyone in the services and resources they need, regardless of their circumstances and ensure each person's voice and influence are heard and felt in	Each person we support is an individual with unique circumstances, needs and future potential which requires a	We see beyond a person's current or past circumstances, recognising their inherent value, worth and	We know we need to work positively with others to deliver a truly inclusive and personalised approach, improve our response and add value to the	We encourage and support ambition, building on strengths to foster hope for the people we support as well as deliver growth and development

everything that we do.	uniquely tailored response.	potential as human beings.	experience of the people we support.	for staff and volunteers
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Gambling Harm Development Worker - Core Competencies	
Planning & Organising	Create and manage personalised support for people impacted by gambling, prioritising resources to help them achieve their specific goals. Monitor progress and flexibly respond to the changing needs and complexities of those we support. Maintain accurate and detailed records of interactions, ensuring data is captured promptly and professionally throughout your shift. Design and coordinate sessions in collaboration with key stakeholders to ensure impactful delivery. Proactively identify and coordinate awareness-raising initiatives to highlight gambling harm and its intersecting challenges. Organise and lead 1-2-1 and group sessions, prioritising participant input to ensure support remains relevant and impactful.
Resilience	Advance despite adversity, maintaining a calm, professional, and composed approach when navigating the high-pressure or emotionally charged situations linked to gambling harm. Handle sensitive decisions with compassion, ensuring a proactive attitude even when faced with systemic barriers or complex risk-informed choices. Practice self-awareness and use reflective practice to manage the emotional impact of the role, ensuring long-term effectiveness and personal wellbeing.
Motivation	Act with care and compassion, demonstrating a clear commitment to the role's mission of empowering women who are impacted by gambling-related harm. Bring hope through your words and actions, helping to reduce the stigma surrounding gambling and changing public perception of its intersecting causes, such as homelessness and mental ill health. Champion lived experience voices, showing a genuine passion for co-design and ensuring the women we support are at the heart of everything we do.
Problem Solving	Carefully analyse problems, breaking down complex situations involving debt, housing, or substance use to find practical, person-centred solutions. Innovate and think creatively to find bespoke solutions that fit an individual's unique needs or personal history.

	Recognise underlying triggers, quickly identifying when an individual is struggling and responding with a trauma-informed approach to de-escalate and support.
Teamwork	Work with colleagues in a supportive and collaborative way, fostering team togetherness and a positive, problem-solving vibe. Be a reliable member of the team, participating actively in group meetings and sharing insights to improve and evolve our service continuously. Foster positive relationships with our partners and external organisations to ensure our support is coordinated and effective. Contribute to a culture of shared learning, valuing the input of colleagues and lived experience consultants in the co-design process.
Communication & Digital Enablement	Communicate effectively with a range of stakeholders, including the people we support, partners, and other colleagues, adapting your communication style to be clear, empathetic, and respectful. Encourage the participation and inclusion of the people you support by exploring choices and options with them in an accessible way. Embrace and champion digital inclusion, helping people we support, staff, and volunteers to connect, understand, and use digital tools safely. You will use our GSuite, Chromebook, and smartphone to facilitate this. Contribute to our digital presence by helping to create blogs, videos, or social media posts that challenge misconceptions about gambling harm and homelessness.

Person Spec	Essential	Desirable
Training & Qualification	SSSC recognised practice qualification, SVQ Level 3, or willing to work toward. Demonstrable experience of working in a similar role. Ability to work within the parameters of the SSSC Code of Practice	Qualification in Community Education, Psychology or related fields. Trauma informed practice ASIST / MHFA / SafeTalk trained Naloxone trained First Aid trained Mental health or addictions qualifications De-escalation skills
Experience	Experience in providing support to people with a range of challenges including homelessness, gambling harm, mental health or substance use. Experience in coordinating events and delivering group-work. Experience in development work or working within community learning. Experience in managing and resolving conflict in a safe, calm manner.	Experience in providing trauma-informed care. We welcome people who have experienced gambling harm themselves or have been affected by someone else's gambling to apply. Experience of working multi-agencies Networking and connecting skills
Knowledge & Skills	Knowledge and understanding of advocacy and how to adopt a rights-based approach in practice. Experience of facilitating group work, organising training or planning events. Experience of working with people with a variety of individual and cultural beliefs. Ability to use empathy and relational skills to build positive relationships with our community and colleagues Understanding of and ability to work within ethical and relational boundaries Knowledge and understanding of homelessness, addictions and mental health Evidence of good communication skills, written and verbal	Understanding of services that support homelessness, addictions and mental health Use of GSuite systems An understanding of gambling related harms

	Worked with a range of digital systems	
Personal	As this is a facilitator role we welcome individuals who have experienced gambling harm themselves or have been affected by someone else's gambling (this can include friends or family) to apply. Creative thinker who enjoys thinking outside the box and thrives in a changing environment. Honest, ethical and keen to overcome obstacles. Flexible, responsive. Enjoy working on your own initiative. A good team player with the ability to lead by example Manage adversity while working in a complex ecosystem Have the ability to reflect on your practice	A desire to learn and to develop innovative practice