



Recovery Scotland

Vacancy for: Recovery Development Worker

Full Time (Fixed Term for 12 months initially)

Salary £26,442

Based in Falkirk office, with regular travel throughout Forth Valley

Closing Date: 23/10/26

Interview: 10/11/26 at Vicar Street Falkirk

Role

Are you someone who enjoys a varied workload and who is passionate about promoting recovery? The role of Recovery Development Worker ensures a focus on building and strengthening visible recovery within and across communities. You may have lived experience of recovery or have skills and experience in a similar role. This role requires energy, enthusiasm and adaptability across the 7-day working week. Some evening and weekend work is critical to our operational delivery. The role demands a solution focused and strengths-based approach when working with all Recovery Scotland stakeholders.

About the job

The Recovery Development Worker is suited to an individual with "lived" and/or "learned" experience of recovery from problematic substance use or addictive behaviours, such as problem gambling, or someone who has been directly affected by another person's substance use or addictive behaviours.

This experience of recovery and resilience can instil hope and is a powerful example within recovery communities. Individuals with lived experience of substance use must be at least 24 months free from problematic substance use and not engaging with services.

The post holder will be required to join the PVG scheme.



About you

You will be someone who thrives in a small, enthusiastic, and committed team. Your experience and skills of promoting recovery can be evidenced and you are adaptable, can use your initiative and be confident with autonomous working. Using your lived experience or work experience you foster positive and trusting relationships and you can demonstrate a focus on recovery and resilience. You will have excellent organisational and self-motivation skills. You are committed to developing your skills further and passionate about lifelong learning.

You will be dedicated and compassionate when working with the Recovery Scotland team and with community members, families, volunteers, and external partners.

About Recovery Scotland

Recovery Scotland is a charity working with local and national partners to support and promote recovery from substance use by ensuring lived experience is visible, included and represented. We work with communities supporting a wide range of recovery focused activities and educational opportunities. We work within local and national guidelines promoting resilience and recovery with individuals, families, and communities.

Our work champions community membership, volunteering, self-management and p

Our work champions community membership, volunteering, self-management, and personal and professional development.

Working hours

Working hours are 35 per week with evening and weekend work. Hours will be negotiated with the Team Lead to ensure operational delivery across recovery communities

Staff Benefits



Annual leave 33 days annual leave and 6 statutory days leave.

Pension Recovery Scotland can match 10% of employer's contribution to NEST.

Travel Expenses 45 pence per mile

Main and General Responsibilities:

Facilitate a range of recovery focused activities including the day to day running of the local recovery cafes.

Support the planning and development of recovery networks with other support services and the wider community.

Adhere to local child protection and adult protection policies

Identify and engage individuals who may be at risk and escalate concerns appropriately

Attend Recovery Scotland team meetings and chair /take minutes as required.

Plan and facilitate peer-led recovery groups and SMART meetings across Forth Valley.

Provide supervision and support within the Forth Valley Recovery Community, to volunteers and peer supporters, supporting them to fulfil their duties and develop their confidence and skills.

Establish and maintain good working relationships with statutory and third sector organisations within Forth Valley and nationally.

Develop, promote, and deliver new Recovery initiatives in agreement with Recovery Scotland's Management Team.

Further the aims of the Forth Valley Recovery Community by building recovery-oriented confidence and capacity with local and national partner



Contribute towards Recovery Scotland's charitable aims in promoting recovery and positively represent Recovery Scotland at local and national events both in person and on online.

Maintain accurate records as required, for example attendees engaging with activities at recovery cafes.

Regular use of phone, email, Microsoft 365, and social media ensuring professionalism.

This is an outline Job Description and may be subject to change, according to the needs of the service, in consultation with the post holder.

Liaise with and work in partnership with a broad range of local organisations and services to promote recovery.

Liaise with other professionals, practitioners, and organisations where appropriate, to enable continuous support for community members from the point of contact.

Identify recovery focused outcomes that will promote community members' physical, mental and emotional wellbeing

Effectively plan and deliver support to improve and sustain service users' confidence, wellbeing, independence, and meaningful participation in community life.

Provide a range of individual and group support, mentoring and training interventions to people accessing FVRC.

Motivate and support individuals to engage with volunteering, educational, vocational and employment opportunities.



Build and maintain trusting relationships with service users, supporting them to access Forth Valley Recovery Community (FVRC) activities and other services as required.

Promote the benefits and value of peer engagement, peer support networks to people recovering from substance use, to encourage and support individuals to sustain their recovery.

Promote Recovery Scotland's recovery activities, support services and educational and training courses to services users, professionals, and practitioners throughout Forth Valley.

Identify and promote a range of recovery focused, leisure, recreational and social activities enabling improved health.

Identify community, neighbourhood and local resources including but not exclusive to, self-help groups, mutual aid and 12 step fellowships that can help support service users to successfully participate in peer-led recovery initiatives.

Liaise with and establish effective working relationships with existing peer-led recovery groups in the community.

Promote Rights based approaches.

Knowledge and Experience



Essential

Qualification in social care, healthcare, community development, or counselling to SVQ level 3 or equivalent

Be able to demonstrate experience of working with people and communities promoting recovery and resilience

Can apply the principles of service user involvement and community development work

Able to demonstrate understanding and deliver approaches such as harm reduction, mutual aid, self help

Have knowledge about rights-based approaches (or willing to learn and complete training)

Be confident and sensitive when advocating for community members

Be approachable and empathic when working with volunteers, community members, and peer support workers.

Demonstrate solution focused working and initiative taking

Confident when working as part of a team and working autonomously

Proficient level of verbal and written communication skills.

Excellent organisational skills and ability to manage own diary, administrative tasks, and day to day work.

Ability to work flexibly and creatively in motivating and supporting service users.

Ability to recruit, deploy, motivate, and support volunteers.

Competent IT skills in using Microsoft office for word processing, e-mails, calendar and database inputting for monitoring and evaluation of own work.

Ability to recognise and manage one's own resilience.

Full driving license



Be able to plan and budget for activities using petty cash (with supervision from Team Leader).

Desirable

Understanding of and familiarity with interventions in substance use settings such as motivational interviewing, SMART Recovery and Cognitive Behavioural Therapy (CBT).

Experience of working and/or volunteering in a care or community development setting.

Experience of developing Recovery focussed initiatives.

Application details

Please complete the Recovery Scotland application form and equalities monitoring form and send to enquiries@recoveryscotland.org.uk

Informal enquiries to FVRC Team Leader, James Sludden
FVRCTeamLead@recoveryscotland.org.uk

Closing Date noon 23/10/26

Interview Information 10/11/26 at Vicar Street, Falkirk