



RECOVERY SCOTLAND · VACANCY

Recovery Worker

North Lanarkshire Recovery Community (NLRC)

Post	Recovery Worker
Contract	Part time, fixed term for 6 months initially
Hours	14 hours per week
Salary	£24, 530 pro rata
Location	Coatbridge office, with regular travel throughout North Lanarkshire
Closing date	12 noon, Friday 13 November 2026
Interviews	Thursday 18 November 2026, NLRC office, Ellis Street, Coatbridge

The role

Do you enjoy working with people, families and communities and feel passionate about promoting recovery? As a Recovery Worker, you will be an important member of NLRC ensuring that NLRC recovery community is vibrant by supporting the planning and facilitation of cafes, drop ins and activities.

You may bring lived experience of recovery, or skills and experience from a similar role. The post calls for energy, enthusiasm, and adaptability, along with excellent communication skills and positive 'can do' attitude when working with everyone connected to Recovery Scotland.

Some evening and weekend work is essential to our delivery.

About the job

This role suits someone 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.

Experience of recovery and resilience instils hope and is a powerful example within recovery communities. Applicants with lived experience of substance use must be at least 24 months free from problematic substance use and not currently engaging with services.

The post holder will be required to join the **Protecting Vulnerable Groups (PVG) scheme**.

About you

You will enjoy working as part of a team committed to promoting recovery. You are adaptable and can take instruction and guidance from Recovery Development Workers and NLRC Team Lead. You can demonstrate being compassionate when working alongside community members and volunteers to foster recovery and resilience.



You are organised and can adhere to guidance and instructions, are committed to developing your skills further, and can recognise the strengths and assets within the organisation and the community.

About Recovery Scotland

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

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

Working hours

The post is 14 hours per week. Working pattern will be agreed with the NLRC Team Leader to meet operational needs across our recovery communities.

Staff benefits

Annual leave	33 days plus 6 statutory days (pro rata)
Pension	Recovery Scotland can match contributions of up to 10% through NEST
Travel	45p per mile

Main responsibilities

Recovery activities and groups

- Alongside the Recovery Development Worker, facilitate a range of recovery-focused activities, including the day-to-day running of local recovery cafés.
- With supervision, be involved in the facilitation of peer-led recovery groups and SMART Recovery meetings across North Lanarkshire.
- Work with the Office Manager to ensure compliance with receipts and expenses.
- Promote NLRC new recovery initiatives in agreement with Recovery Scotland's Management Team.
- Actively encourage and support community members to participate with recovery-focused leisure, recreational and learning activities to improve health and wellbeing.

Supporting community members

- Build and maintain trusting relationships with community members, supporting them to access NLRC activities and other services as needed.
- Support the smooth delivery of recovery-focused outcomes that promote physical, mental, and emotional wellbeing.



- Be able to identify support that improves and sustains confidence, wellbeing, independence, and meaningful participation in community life.
- Provide individual and group support, mentoring and training to people accessing NLRC.
- Support colleagues to engage and motivate individuals to take up volunteering, training, and employment opportunities.
- Promote the value of peer engagement and peer support networks at NLRC recovery cafes and drop ins
- Support colleagues to identify community resources, including but not limited to self-help groups, mutual aid, and 12-step fellowships, that help people take part in peer-led recovery.
- Promote rights-based approaches.

Volunteers and peer supporters

- Promote the opportunities for volunteer recruitment and support the training initiatives with NLRC volunteers

Partnerships and networks

- Attend relevant training as and when required
- Work in partnership with professionals and organisations to provide continuous support for community members from first point of contact.
- Build effective working relationships with existing peer-led recovery groups in the community.
- Promote Recovery Scotland's activities, support services, and education and training courses to community members, professionals, and practitioners across North Lanarkshire.
- Represent Recovery Scotland positively at local events and with partners.

Safeguarding

- Follow local child protection and adult support and protection policies.
- Identify individuals who may be at risk and escalate concerns to senior staff.

Administration and communication

- Keep accurate records, for example attendance at recovery café activities.
- Attend Recovery Scotland team meetings
- Use phone, email, Microsoft 365, and social media professionally.

This is an outline job description and may change according to the needs of the service, in consultation with the post holder.

Person specification

Essential

- Qualification in social care, healthcare, community development, or counselling at SVQ Level 2 or equivalent.

- Experience of working with people and communities ensuring safety.
- Confident and sensitive when advocating for community members.
- Approachable and empathic with volunteers, community members, and peer support workers.
- Solution-focused, with the ability to problem solve.
- Confident working both as part of a team and able to take instruction and direction from senior staff.
- Strong verbal and written communication skills.
- Good organisational skills, including completing diaries and responding to emails and associated administration.
- Have experience of Microsoft Office, email, calendar and be willing to learn as required.
- Ability to recognise stressors and manage own resilience.
- Support basic budgeting for activities using petty cash, with Team Leader oversight.
- Full driving licence and access to a car.

Desirable

- Familiarity with interventions used in substance use settings, such as fellowships, SMART Recovery
- Experience of working or volunteering in a care or community development setting.
- Experience of facilitating recovery-focused initiatives.

How to apply

Complete the Recovery Scotland application form and equalities monitoring form and email them to enquiries@recoveryscotland.org.uk.

For an informal chat about the role, contact Stuart Millar, NLRC Team Leader, at smillar@recoveryscotland.org.uk.

Closing date: 12 noon, Friday 13 November 2026

Interviews: Wednesday 18 November 2026, NLRC office, Ellis Street, Coatbridge