



RECOVERY SCOTLAND · VACANCY

Recovery Development Worker

North Lanarkshire Recovery Community (NLRC)

Post	Recovery Development Worker
Contract	Part time, fixed term for 6 months initially
Hours	21 hours per week
Salary	£26,442 pro rata
Location	Coatbridge office, with regular travel throughout North Lanarkshire
Closing date	12 noon, Friday 13th November 2026
Interviews	Thursday 19th November 2026, NLRC office, Ellis Street, Coatbridge

The role

Do you enjoy a varied workload and feel passionate about promoting recovery? As a Recovery Development Worker, you will help build and strengthen visible recovery within and across communities in North Lanarkshire.

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 a solution-focused, strengths-based approach 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 thrive in a small, enthusiastic, and committed team. You can evidence your experience of promoting recovery, and you are adaptable, use your initiative and are confident working on your own. Drawing on your lived or work experience, you build positive, trusting relationships and keep a clear focus on recovery and resilience.

You have excellent organisational and self-motivation skills, are committed to developing your skills further, and bring dedication and compassion to your work with the team, 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 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 21 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

Manage designated recovery cafes (and any other recovery cafes as required) through being the responsible key holder for the premises.

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

Help identify community, neighbourhood and local resources that can support people affected by substance misuse to successfully participate in peer-led recovery initiatives.

Ensure that any premises that are used for recovery cafes or regular recovery activities comply with any fire prevention, health and safety, security, or management requirements.

Encourage and promote a range of recovery focussed, leisure, recreational and social activities within the recovery cafes

Volunteers and peer supporters

Provide supervision and support to NLRC volunteers and peer supporters, helping them fulfil their roles and grow in confidence and skills.

Partnerships and networks

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



Establish and maintain good working relationships with statutory and third sector organisations, locally and nationally.

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.

Further NLRC's aims by building recovery-oriented confidence and capacity with local and national partners.

Represent Recovery Scotland positively at local and national events, in person and online.

Safeguarding

Follow local child protection and adult support and protection policies.

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

Administration and communication

Keep accurate records, for example attendance at recovery café activities.

Attend Recovery Scotland team meetings, chairing or taking minutes as required.

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 3 or equivalent.

Experience of working with people and communities to promote recovery and resilience.

Ability to apply the principles of community member involvement and community development.

Understanding of, and ability to deliver, approaches such as harm reduction, mutual aid, and self-help.

Knowledge of rights-based approaches (or willingness to complete training).

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 take initiative.

Confident working both as part of a team and autonomously.

Strong verbal and written communication skills.



Excellent organisational skills, including managing your own diary, administration, and day-to-day workload.

Ability to work flexibly and creatively to motivate and support community members.

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

Competent with Microsoft Office for word processing, email, calendar and database entry for monitoring and evaluation.

Ability to recognise and manage your own resilience.

Ability to plan and budget 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 motivational interviewing, SMART Recovery and Cognitive Behavioural Therapy (CBT).

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

Experience of developing 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

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