



East Ayrshire Churches
Homelessness Action (EACHa)
9-19 John Dickie Street
Kilmarnock
East Ayrshire
KA1 1HW

www.eacharecovery.org
info@eacharecovery.org
01563 541227

Job Title	Development Officer
Location	Kilmarnock Based (Including Urban and Rural East Ayrshire)
Hours	35
Salary	£28,000
Funding Length	3 Years (Extension Subject to Continuation Funding)
Reporting To	Development Manager

Organisation Overview

East Ayrshire Churches Homelessness Action (EACHa) is an ecumenical and registered Scottish charity of over 20 years dedicated to tackling homelessness, poverty, addiction, and social exclusion. Rooted in values of compassion, dignity, inclusion, and justice, we unite churches, faith groups, community members, professionals and those with lived and living experience in a shared mission - to support those facing complex life challenges.

We are currently delivering a pioneering One Stop Shop model in the heart of Kilmarnock — a holistic, trauma-informed service hub that integrates recovery, crisis response, harm reduction, peer support, digital inclusion, and access to practical essentials, all under one welcoming roof. Our model removes traditional barriers to support by creating a space where individuals can drop in, be heard without judgment, and receive the care, connection, and consistency they need to begin or sustain their recovery journey.

This approach recognises that no single service can meet every need in isolation. By blending professional expertise with lived experience and co-produced solutions, our One Stop Shop brings together people, services, and opportunities in a way that is truly person-led. It is a bold reimagining of how recovery, inclusion, and community resilience can be built from the ground up.

Through partnership, innovation, and a firm belief in the potential of every individual, EACHa is working to create a more connected, compassionate society where everyone has the opportunity to recover, rebuild, and thrive.

*EACH Recovery Matters is part of East Ayrshire Churches Homelessness Action (SCIO) a charity registered in Scotland.
Registered Number: SC052257.*

Registered office: 49 John Finnie Street, Kilmarnock, East Ayrshire, KA1 1BL

Role Overview

The Community Development Officer will play a pivotal role in developing strategic partnerships, leading community engagement, and supporting outreach and planning activity. Operating from our new One Stop Shop in Kilmarnock, the role will help ensure people and communities across East Ayrshire—especially those hardest to reach—can access timely, compassionate, and coordinated support.

Key Responsibilities

Strategic Partnerships & Outreach

- Identify, build, and maintain relationships with key stakeholders, including statutory bodies, local authorities, third sector organisations, and recovery groups.
- Represent EACHa at forums, networks, and working groups to influence systemic change and strengthen local recovery infrastructure.
- Contribute to the design and delivery of our integrated care model through collaboration and partnership development.

Community Development & Engagement

- Work with local communities to identify assets, gaps, and needs, and co-produce responses that foster connection, access, and empowerment.
- Lead engagement efforts with underrepresented communities to reduce barriers to participation in recovery and wellbeing services.
- Facilitate anti-stigma and awareness-raising campaigns to challenge perceptions and promote inclusion.

Service & Programme Development

- Support the development of community-led activities and programmes that enhance recovery, reduce isolation, and encourage positive participation.
- Collaborate with the EACHa team to align local efforts with One Stop Shop service delivery and wider community objectives.
- Help design monitoring tools and contribute to evaluation, reporting, and continuous improvement.

Volunteer & Capacity Building

- Support the recruitment, training, and development of community members and volunteers.
- Promote pathways for peer involvement and leadership within the recovery community.
- Develop and facilitate training, events, and capacity-building workshops as part of the EACH Recovery Matters programme.

Essential Criteria
Must be a minimum of 12 months clear of problematic alcohol use and/or illicit or non-prescribed drug use
Experience in community development, outreach, or partnership-building in a health, social care, or third sector context
Demonstrated ability to work with marginalised groups, particularly those affected by substance use, homelessness, and inequality
Excellent interpersonal and communication skills, including the ability to represent the organisation professionally at multiple levels
Proven experience of managing collaborative projects or multi-agency initiatives
Ability to manage workload independently and work flexibly across varied localities
Commitment to co-production, inclusion, and recovery values
Full driving licence and access to own transport
Willingness to work occasional evenings/weekends as needed
PVG Scheme membership and satisfactory disclosure check

Desirable Criteria
Qualification in Community Development, Public Health, Social Work, or a related field
Understanding of integrated care systems and community planning frameworks
Knowledge of East Ayrshire's local services and recovery infrastructure
Experience working with or alongside people with lived/living experience of addiction or homelessness
Confidence in using digital tools for outreach, communication, and data

Opportunities & Impact
This is a unique opportunity to help shape a transformative recovery model that is reimagining how support is delivered across East Ayrshire. As Community Development Officer, you'll lead outreach efforts in both urban and rural settings, ensuring that no individual or community is left behind. Your work will focus on connecting people to the support they need, when and where they need it — while

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amplifying the voices of those with lived experience at every step.

You'll join a passionate and inclusive team committed to positive change, working in partnership with local services, communities, and recovery networks to create real, lasting impact. Through strategic collaboration, community engagement, and innovative service development, you'll help build a more connected and equitable system — one that empowers individuals, strengthens communities, and transforms lives.

How To Apply

Download the application form here: <https://eacharecovery.org/application-form/>

Completed applications must be submitted to: info@eacharecovery.org

Application deadline: 16th July 2025

CVs will not be accepted