



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

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<b>Job Title</b>	Peer Outreach Worker
<b>Location</b>	Kilmarnock Based (Including Kilmarnock South)
<b>Hours</b>	35
<b>Salary</b>	£26,000
<b>Funding Length</b>	2 Years (Extension Subject to Continuation Funding)
<b>Reporting To</b>	Hub 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 Peer Outreach Worker will play a vital role in reaching individuals not yet engaged with formal services and supporting their transition into the East Ayrshire Recovery Community and RADAR (Rapid Access to Drug and Alcohol Recovery).

Using lived experience as a foundation, the postholder will offer non-judgmental support, guidance, and encouragement to people facing challenges related to alcohol or drug use. The role will focus on outreach to those most at risk, building trust through shared experience, and helping individuals take their first steps into recovery. Working alongside the wider EACH Recovery Matters team, the Peer Outreach Worker will deliver peer mentoring, support activities, and connection to services that promote hope, inclusion, and long-term change.

## **Key Responsibilities**

### **Outreach & Engagement**

- Identify and connect with individuals at risk or disengaged from services, particularly those with problematic alcohol or drug use.
- Offer outreach support in community settings, including streets, hostels, homes, or informal drop-ins.
- Build trusting, non-judgmental relationships based on empathy, confidentiality, and shared experience.

### **Pathways to Recovery**

- Encourage and support individuals to access EACH Recovery Matter, RADAR and the wider East Ayrshire Recovery Network.
- Provide personalised support to help individuals navigate recovery services, including attendance at initial appointments or group activities.
- Signpost to other support including housing, health, harm reduction, and welfare rights where needed.

### **Peer Support & Advocacy**

- Act as a mentor and positive role model for individuals beginning their recovery journey.
- Create a safe and welcoming recovery environment, encouraging self-worth, empowerment, and mutual aid.
- Advocate on behalf of individuals to ensure their voice is heard and needs are met.

### **Activity & Community Development**

- Support the planning and delivery of therapeutic and social recovery activities that foster connection and self-esteem.
- Assist in developing community initiatives and events that promote recovery, raise awareness, and reduce stigma.
- Co-produce recovery solutions with local people, organisations, and communities.

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**Partnership & Collaboration**

- Build strong working relationships with treatment services, community groups, harm reduction teams, and other partners.
- Help bridge gaps between statutory services and community recovery options.
- Contribute to a trauma-informed, recovery-oriented system of care across East Ayrshire.

**Essential Criteria**

Lived experience of recovery from problematic alcohol or drug use is mandatory

Must be a minimum of 12 months clear of problematic alcohol use and/or illicit or non-prescribed drug use

Knowledge of Scotland's Medication-Assisted Treatment (MAT) Standards and commitment to the principles of the Charter of Rights

Experience supporting others in their recovery, either formally or informally

Understanding of trauma, stigma, and the barriers people face when engaging with services

Ability to work flexibly and independently in community-based and outreach settings

Strong interpersonal skills and the ability to build trust quickly

Commitment to recovery, inclusion, and equality

PVG Scheme membership and satisfactory disclosure

Flexibility to work occasional evenings/weekends as needed

**Desirable Criteria**

Experience of community development, peer mentoring, or outreach work

Understanding of the RADAR model and East Ayrshire recovery networks

Familiarity with harm reduction approaches, including Naloxone

Ability to co-facilitate recovery activities or peer support groups

Confident using basic digital tools for recording and communication

Relevant training or qualifications (e.g. SVQ 3 Health and Social Care, or working

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towards, etc.)

Full driving licence and access to transport

### **Opportunities & Impact**

As a Peer Outreach Worker, you'll use your lived experience to reach individuals who may feel disconnected, overlooked, or uncertain about where to turn. By meeting people where they are — physically and emotionally — you'll help break down barriers to recovery, offer hope through example, and connect people to life-saving support and services.

You'll be a trusted guide and motivator, helping shape a more inclusive, peer-led recovery movement across East Ayrshire. Through one-to-one support, outreach, and community connection, you'll inspire lasting change — not just in the lives of those you support, but in the wider recovery system itself.

### **How To Apply**

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

Completed applications must be submitted to: [info@eacharecovery.org](mailto:info@eacharecovery.org)

Application deadline: 16th July 2025

**CVs will not be accepted**