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Description automatically generatedEast Ayrshire Recovery Hub

3-9 John Finnie Street

Kilmarnock

East Ayrshire

www.eacharecovery.org

info@eacharecovery.org

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| Job Title | Regional Development Officer |
| Location | (Kilmarnock Based) East Ayrshire Wide |
| Hours | 35 |
| Salary | £26,000 |
| Contract Length | 1 Year |
| Reporting To | Development Lead |

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| **Organisation Overview** |
| The East Ayrshire Recovery Hub supports individuals navigating the challenges associated with drug and alcohol issues. Established in August 2022, our mission is to provide a lifeline of hope, connection, and identity, empowering individuals to overcome obstacles and build meaningful lives.  At the core of our innovative project is a commitment to forging strong links between individuals and the support, training, and development opportunities available within the local community. We envision a future where clear pathways to progress are laid out, enabling individuals to take charge of their well-being and embark on a journey of recovery.  We support four recovery-focused venues in East Ayrshire – Dalmellington, Cumnock, Stewarton, and Auchinleck – the Recovery Hub offers a diverse range of activities for individuals and families on the road to recovery from alcohol, substance use, and mental health issues. Our initiative places a strong emphasis on upskilling individuals with lived experience, employing assertive outreach activities to reach those often deemed "hard to reach."  Our overarching goal is to increase the accessibility and successful completion of treatment and care support services, ultimately promoting recovery for all. The Recovery Hub extends a warm invitation to individuals with lived experience in recovery, offering training opportunities and striving to establish a dedicated team of volunteers. This team serves as the primary entry point for those not currently engaged or intermittently involved with services.  Postholders at the Recovery Hub engage in collaborative efforts with multi-agency partners, establishing pathways to facilitate individuals' seamless engagement with our services. Our team is committed to providing a diverse array of opportunities and activities, including personalised 1-1 sessions and group work activities tailored to meet locality-based needs and cater to individual hubs. Our focus is on supporting social (re)integration, promoting recovery, fostering resilience, providing peer support, and empowering self-determination.  As we continue to evolve and grow, we are actively seeking an experienced development worker to join our dedicated team. While lived experience is not a mandatory requirement for this role, an understanding and experience in addressing alcohol/drug issues is desirable. If you are passionate about making a positive impact and contributing to the ongoing development of the East Ayrshire Recovery Hub, we invite you to join us on this transformative journey. Together, let's build a community where every individual has the opportunity to thrive in recovery and lead a fulfilling life. |

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| **Role Overview** |
| As a Development Worker at the East Ayrshire Recovery Hub, you will play a pivotal role in supporting individuals facing complex social and emotional circumstances, including challenges related to alcohol/drug use or mental health difficulties. Your responsibilities will include developing and maintaining strong relationships with statutory, voluntary agencies, and community groups, organising relevant initiatives, and representing the Recovery Hub at various forums to meet strategic objectives.  **Key Responsibilities:**   1. **Community Engagement:**    * Assist in developing and maintaining strong working relationships with statutory, voluntary agencies, and community groups.    * Undertake necessary networking, connections, and collaborative practices with colleagues and stakeholders. 2. **Initiative Coordination:**    * Organise, support, and contribute to relevant initiatives, events, and networks led by the East Ayrshire Recovery Hub and partners.    * Represent the Recovery Hub at strategic and operational forums to ensure alignment with strategic objectives. 3. **Program Development:**    * Assist in the design, development, and coordination of a program of activities and opportunities for volunteers and community members.    * Collaborate with team members and partner agencies to uphold the highest standards of service delivery. 4. **Community Support:**    * Participate in the identification and recruitment efforts of Community Members and Volunteers.    * Identify community skills, assets, issues, and needs, working closely with the Training & Development Officer to design a program of activities and training. 5. **Outreach and Awareness:**    * Work collaboratively with colleagues providing 1-1 interventions for Community Members and Volunteers.    * Contribute to raising community awareness to tackle stigma and discrimination, promoting the East Ayrshire Recovery Hub activities. 6. **Recovery-Focused Activities:**    * Develop and provide recovery-focused activities, collaborating with addiction services across East Ayrshire to engage individuals in recovery communities. 7. **Equality and Recovery Support:**    * Work with individuals in a way that promotes equality, facilitates recovery, and supports the development of a sense of control over their lives and recovery journey.    * Provide information and advice on substance use issues and recovery inquiries to individuals, partner organisations, and professionals. |

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| **Qualifications & Experience** | **Essential \ Desirable** |
| **SVQ 2/3 in Healthcare or Equivalent Qualification:** Possession of or working towards an SVQ 3 in healthcare or an equivalent qualification is desirable however partial funding is available. This certification demonstrates a foundational understanding of healthcare practices. | **Desirable** |
| **Demonstrated Commitment to Supporting Recovery:** A proven commitment to supporting individuals in their recovery journey from alcohol and/or drugs. This commitment should align with the ethos of fostering positive change and well-being. | **Essential** |
| **Team Collaboration:** Ability to work effectively as part of a team. Strong interpersonal skills and the capacity to collaborate with colleagues, stakeholders, and community members to achieve shared goals. | **Essential** |
| **Community Setting Experience:**  Previous experience working in a related community setting, showcasing an understanding of the dynamics and challenges within community environments. | **Essential** |
| **Communication Proficiency:**  Excellent verbal and written communication skills are crucial. The ability to convey information clearly and compassionately, fostering effective communication with diverse audiences. | **Essential** |
| **Understanding of Impact:**  Comprehensive understanding of the impact of alcohol or drug misuse on individuals, families, and communities. This knowledge should inform a compassionate and informed approach to supporting recovery. | **Essential** |
| **Autonomous Work and Prioritisation:**  Capability to work autonomously while effectively prioritising workload under direction. This involves managing tasks independently and efficiently to meet established objectives. | **Essential** |
| These qualifications and experiences are integral to the success of the role, contributing to the overall effectiveness of the Development Worker in facilitating the recovery-oriented initiatives of the East Ayrshire Recovery Hub. | |

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| **Skills, Experience & Knowledge** | **Essential \ Desirable** |
| **Previous Demonstrable Experience:** Proven track record of previous demonstrable experience working in a similar discipline or environment. This experience should highlight the ability to navigate challenges and contribute effectively to initiatives related to recovery, mental health, and substance misuse. | **Desirable** |
| **Understanding of Recovery Dynamics:** A robust understanding of recovery dynamics, encompassing alcohol, substance use, and mental health issues. This knowledge should extend to comprehending how these factors impact individuals and communities. | **Desirable** |
| **Commitment to Recovery Support:** Demonstrates a steadfast commitment to supporting recovery from alcohol and/or drug use. This commitment is foundational to fostering a positive and empowering environment for individuals seeking recovery. | **Essential** |
| **Experience in Substance Misuse Issues and Lived Experience:** Hands-on experience working with individuals facing alcohol or substance misuse issues, including those with lived experience. This experience provides valuable insights into the unique challenges individuals may encounter during their recovery journey. | **Desirable** |
| **Practical Problem-Solving Skills:** Proficiency in practical problem-solving skills and the ability to suggest viable options and alternatives. This skill set is essential in navigating complex situations and providing effective support. | **Essential** |
| **IT Proficiency:** Competent working knowledge of Microsoft Office and IT tools. This proficiency is crucial for efficient record-keeping, communication, and data management. | **Essential** |
| **Stakeholder Relationship Building:** Capable of building strong relationships with internal and external stakeholders. This ability fosters collaboration, ensuring a cohesive and supportive network in achieving recovery-oriented goals. | **Essential** |
| **Person-Centered Approach:** Demonstrated experience of supporting people with a person-centered approach. This approach emphasises individual needs, preferences, and strengths, contributing to a more tailored and effective support system. | **Essential** |
| **Motivational and Advocacy Skills:** Ability to motivate, support, and advocate for individuals using services. This involves actively championing the well-being and rights of those seeking recovery. | **Essential** |
| **Diversity and Inclusion Experience:** Evidence of working with people from varying backgrounds. This diversity and inclusion experience contribute to creating inclusive and accessible support services. | **Desirable** |
| **Self-Motivated with a Positive Attitude:** Self-motivated individual with a positive attitude. The ability to work on one's initiative, coupled with a proactive and positive mindset, enhances overall effectiveness in the role. | **Essential** |
| These additional qualifications and experiences further strengthen the suitability of the candidate for the Development Worker position, ensuring a well-rounded and capable professional in facilitating recovery initiatives. | |

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| **Skills, Experience & Knowledge** | **Essential \ Desirable** |
| **Geographical Coverage:** Willingness to cover a wide geographical area, ensuring accessibility to diverse communities within East Ayrshire. This involves travel to different localities and venues as part of the role's outreach and engagement responsibilities. | **Essential** |
| **Flexible Work Schedule:** Flexibility to work occasional evenings and weekends as required by the demands of the role. This flexibility is essential to accommodate the varied schedules and needs of individuals accessing recovery services. | **Essential** |
| **Full Driving License and Own Transport:** Possession of a full driving license and access to own transport with appropriate business insurance. This is necessary for effective outreach, home visits, and travel between different localities and venues. | **Desirable** |
| **Participation in Weekly Rota System:** Commitment to participate in the weekly rota system. This involves being available according to the agreed-upon schedule to ensure continuous coverage and support for community members accessing services. | **Essential** |
| **Protection of Vulnerable Groups Scheme (PVG):** This post is subject to Membership of the Protection of Vulnerable Groups Scheme (PVG). The successful candidate must undergo the required checks and clearances to ensure the highest standards of safeguarding. | **Essential** |
| **Satisfactory Disclosure:** A satisfactory disclosure is required as part of the recruitment process. This ensures transparency and accountability, aligning with regulatory standards and organisational policies. | **Essential** |
| These work requirements are integral to the effective functioning of the Development Worker role within the East Ayrshire Recovery Hub. They ensure the candidate's ability to reach diverse communities, offer flexible support, and adhere to necessary safeguarding measures. | |