

Job title: Trainee Recovery Worker
Drug and Alcohol Service

Location: Harlow Essex

Salary: C12

Introduction

At Peabody we are committed to people living in our communities who need support to live well and independently. We provide specialist housing, care and support to people who are socially excluded, disabled, unwell or homeless.

Our purpose is to support people to live their best life whatever that means to them. We believe that all people have skills and qualities that they can draw on to live well and flourish. Colleagues are supported to understand the impact of trauma and their approach is to be empathetic, non-judgmental, and caring.

About the role:

This trainee role will support you to develop into a fully qualified Recovery Worker. You will be supported in your first year to develop the skills, knowledge and experience required for this specialist role. If you pass the qualification and demonstrate appropriate competence and aptitude you will be upgraded to Recovery Worker on the anniversary of your appointment. You will work as part of the team providing support to customers whilst having additional supervision and direction regarding the customers treatment and recovery plan. You will still take on the responsibilities of a support worker and be a crucial and active part of the team.

In this role you would be supporting people living in a specialist housing service to reduce their dependence on substances so that they can live well and flourish. You will follow guidance from colleagues and encourage customers to engage in treatment and activities that support their recovery and wellbeing. Over time you will assist your customers to move on to permanent accommodation.

You will :-

- assist customers with key aspects of their daily life including finances, health, and housing
- follow guidance and encourage/motivate customers to actively engage with services offering treatment and recovery programmes
- build a trusting relationship and using a coaching approach assist customers to move forward towards their personal goals.

This role is full of possibilities, and you will have a meaningful impact in the lives of others from day one.

Responsibilities

- Participate in training and learning activities as required by this traineeship
- Ensure that the service feels like a safe and welcoming environment for customers.
- Assist in the development of person-centred recovery plans using a strengths-based approach
- Support Recovery Workers with case management and help to ensure that your customer get the support that they want and need
- Be alert change and emerging risks. You will follow risk assessments and risk management plans to effectively safeguard and protect customers and those around them from harm

Version Date:

Signed off by:

- Support customers with medication, testing and prescription management.
- After training, administer opiate overdose intervention treatment (Naloxone) when required.
- Manage and respond to emergencies and health crisis exercising proportionate judgement whilst staying safe
- Maintain accurate and professional records, ensure compliance with all digital systems, prepare and present narrative reports as required
- Ensure consistent, timely and accurate collection, recording and reporting of data and information appropriate to your role
- Work effectively with other professionals including statutory and non-statutory agencies
- Support customers as required with daily living tasks, such as money and home management, promote independence and a sense of personal responsibility in all interactions
- Support the development of a positive community, facilitate customer involvement, help to diffuse, or avoid inter neighbour disputes.
- Advocate for your customers when necessary
- Uphold quality standards, regulatory rules, policies, and procedures
- Maintain adherence to health and safety requirements
- Be a great team player, working in collaboration with your manager and all other people associated with the service
- Take responsibility for your own continuous learning, contribute at team meetings, share ideas and information, and undertake personal development as required.

N.B. the above list is not exhaustive, and you will undertake tasks and duties that are appropriate to the role and in line with the needs and wishes of your customers.

Please note: this role will be on a 24/7 working pattern, which will include working unsociable hours, overnight, at weekends and over Bank Holidays.

About you/ Essential Criteria

You will :-

- Have relevant experience supporting with people who have complex needs
- Be capable, positive and enthusiastic about learning and development
- Have interest in addiction and recovery pathways
- Be kind, passionate and enthusiastic about making a real difference in people's lives
- Resourceful and knowledgeable about services available to customers
- Respectful, inclusive, a good listener and creative in ways to engage with others
- Have a positive outlook, great communication skills, a sense of humour, an approachable manner, and the resilience to cope with a busy challenging job role
- Be courageous and able to manage the demands and challenges of this role
- Confident and willing to speak up to protect the rights of your customers
- Can use systems and engage in technology to maintain and retrieve information
- Have excellent time management skills and the ability to meet deadlines and reach goals
- Return a DBS check result that Peabody is happy with.

Useful but not essential:

- Knowledge of housing management
- Driving licence.

DRAFT