

JOB DESCRIPTION

Job Title	Community Connector – Recovery & Aftercare
Location	Various – Countywide
Hours	35 per week (Mon – Fri 09.00 – 17.00) (<i>flexibility to work outside of normal working hours as required</i>)
Holidays	25 days pa plus statutory
Pension	Auto enrolment pension (6% employer contribution)

Purpose:

The recovery and aftercare team deliver interventions to clients within the Gloucestershire area who have completed an episode of treatment and require further support to progress and further develop their recovery capital.

It is your role to provide a bridge between structured treatment and aftercare, including ensuring that our clients receive services in a collaborative, compassionate manner. You will be responsible for ensuring our clients are supported to overcome any obstacles experienced during their recovery journey to ultimately enable them to move on into independent living.

Responsibilities and tasks:

Individual Assessment:

Conducting assessments to understand the individual's unique needs, strengths, and challenges in the recovery process.

- Recovery Planning: Collaborating with clients to develop personalized recovery plans that address their physical, emotional, social, and practical needs.
- Crisis Intervention: Providing immediate assistance and support during crises, relapses, or challenging situations to prevent a return to substance misuse.
- Linking to Services: Assist clients in accessing necessary services, such as mental health support, housing assistance, employment resources, and healthcare services.
- Interventions: deliver a suite of interventions, including face to face and digital
- Community Connections: Facilitating or recommending participation in mutual aid groups, such as Alcoholics Anonymous (AA) or Narcotics Anonymous (NA), to enhance peer support.
- Education and Information: Providing information on addiction, relapse prevention, coping strategies, and life skills to empower clients in their recovery journey.
- Monitoring Progress: Regularly monitoring and evaluating an individual's progress in recovery, adjusting the support as needed.
- Advocacy: Advocating for clients within the community to reduce stigma and promote understanding of addiction and recovery.
- Family Involvement: Involving and educating family members to create a supportive environment for the individual's recovery.
- Employment and Education Support: Work closely with the volunteer Coordinator to support the engagement of volunteer activities, including ETE
- Assisting clients in finding employment or educational opportunities to help them reintegrate into society.
- Ensure all safeguarding concerns are reported to the Safeguarding Lead.

- Support the development, supervision and delivery of the recovery coaching and peer mentoring training program
- Develop links and liaise with outside agencies to signpost clients in need of additional support.
- Coordinate recovery focused activities utilising the Nelson Trust Social Enterprises to support clients to build social networks

General:

- To participate in regular line management and supervision as provided.
- To be responsible for own safety and others affected by your activities and to ensure staff adherence to the Nelson Trust policies and procedures including Health & Safety Confidentiality, Equalities, and all other relevant policies.
- Given high level of risk presented by this client group particular attention to be given to adult and child safeguarding ensuring sound knowledge of safeguarding issues, reporting and procedures.
- To represent residential services through attendance at all relevant internal and external meetings as and when directed or identified, which will include attendance at multiagency meetings.
- Perform any other duties as may be reasonably expected from you as directed by line management.
- To attend training and development sessions as relevant and as provided, developing own practice by maintaining and improving knowledge of relevant work practices.
- To work across various Nelson Trust locations as required
- At all times act in a manner that upholds the good reputation of the Nelson Trust and accords with generally accepted professional conduct.
- Follow agreed processes and protocols for storing transferring information and ensure confidentiality is maintained as the requirement of the Data Protection Act and General Data protection regulations (GDPR).
- To put in place systems to ensure healthy working practices and that staff receive relevant information to fulfil their health and safety responsibilities.

SAFEGUARDING The Nelson Trust takes seriously its responsibility for safeguarding and is committed to safeguarding and promoting the welfare of its service users. Therefore, we require that all staff share this and act accordingly by applying organisation policy and procedure and attending annual safeguarding training.

EQUALITY & DIVERSITY Through personal example and clear action demonstrate commitment to equality and diversity ensuring equality of access and treatment in employment and service delivery to all.

HEALTH & SAFETY Promote the Health and Safety at Work Policy and Procedure and ensure these are implemented effectively within the department.

The list of duties in the job description should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job and, in addition, as a term of your employment you may be required to undertake various other duties as may reasonably be required. The Nelson Trust periodically reviews job descriptions to ensure that they reflect the requirements of the role as the service develops.

Probationary period: All posts within The Nelson Trust are subject to a six-month probationary period with a mid-point review at 3 months

Person Specification		
Experience	Desirable	Essential
<ul style="list-style-type: none"> • Experience of undertaking needs assessments 	✓	
<ul style="list-style-type: none"> • Lived experience of addiction & recovery 	✓	
<ul style="list-style-type: none"> • Minimum of 1 years' experience of working in substance misuse support 	✓	
<ul style="list-style-type: none"> • An in-depth understanding of recovery capital and the needs of clients seeking recovery from substance misuse and trauma 	✓	
<ul style="list-style-type: none"> • Good understanding of safeguarding procedures 	✓	
<ul style="list-style-type: none"> • An NVQ Level 3 or above or the desire to work towards 	✓	
Skills		
<ul style="list-style-type: none"> • Excellent verbal and written communication skills 		✓
<ul style="list-style-type: none"> • Excellent IT skills including use of Word and Excel. 	✓	
<ul style="list-style-type: none"> • Counselling/listening skills 		✓
Personal Qualities		
<ul style="list-style-type: none"> • A strong team player who is approachable and has a can-do attitude 	✓	
<ul style="list-style-type: none"> • Warm, friendly demeanour 		✓
<ul style="list-style-type: none"> • A proven track record in building rapport with clients 		✓
<ul style="list-style-type: none"> • Ability to maintain professional boundaries 		✓
<ul style="list-style-type: none"> • Personal sensitivity toward and empathy with the distinct ethos of the Nelson Trust 	✓	
Other		
<ul style="list-style-type: none"> • Awareness of equality and diversity principles 		✓
<ul style="list-style-type: none"> • Understanding of confidentiality and the Data Protection Act 1998 		✓
<ul style="list-style-type: none"> • A commitment to promoting and safeguarding the welfare of our service users 		✓
<ul style="list-style-type: none"> • Flexibility to work outside of office hours when required, 		✓
<ul style="list-style-type: none"> • Car driver with full access to a vehicle 		✓

This role is subject to an enhanced DBS clearance check.