

JOB DESCRIPTION

Job title: Recovery Worker

Responsible to: Communities Manager

Salary: Starting salary is £28,869.40 per year (SC5-SP22)

Hours: 37.5 per week

Contract type: Permanent

Location: 102-110 Mare Street, London, E8 3SG

About Mind in the City, Hackney and Waltham Forest:

We are a multi-disciplinary provider of specialist mental health services and a part of the Mind Federation.

We promote both recovery from ill health for people with recurrent and enduring mental health difficulties and early intervention for those at risk of developing mental health issues, or who struggle with common mental health conditions.

We currently support around 5,000 people a year through a variety of services focusing on psychological, social, economic and workplace wellbeing, and support minoritised communities.

Our values are:

Connected: Creating a compassionate and supportive community.

Fair: We strive for equity- no-one's needs should go unmet.

Brave: We walk with people, offering help by doing what works - proven or new.

Working with Mind CHWF means you'll be part of a dedicated, passionate, and professional workforce who cares about the work they do and make a real difference to the lives of the people in the City of London, Hackney and Waltham Forest.

We are committed to actively becoming anti-racist in everything we do. This is a critical priority for Mind CHWF. We embrace diversity and understand that being an inclusive organisation that recognises different perspectives, will enable us to provide excellent services.

We are committed to ensuring all our employees are treated fairly and equitably at work and promoting equity in physical and mental health for all.

Those with lived experience of Mental Health are encouraged to apply.

DBS clearance for an Adult Workforce at Enhanced level with Barring is required for this role.

Purpose of the post:

Mind in the City, Hackney and Waltham Forest, working in partnership with Turning Point and Antidote, provide the City and Hackney Recovery service. The service is based in each of City and Hackney's neighbourhoods in order to be accessible, local and inclusive. A full integrated service, shaped by the community needs and voices of service users, carers, families, communities, all staff and volunteers will contribute to recovery, social inclusion and improving the quality of life of all our service users in the City of London and Hackney borough. The service has three elements: Out There, Everywhere - specialist outreach, in reach and engagement; Building Blocks - low, medium and high intensity support pathways; and Get Connected - building on our local, person and shared assets to provide recovery capital and peer support. This role will lead community research on local issues that can affect substance use, enabling better targeting of resources to meet unmet demand or need in different localities. The role will also support service development through developing feedback channels and engaging with local communities to ensure the service offer is responsive.

Main duties and responsibilities:

1. To hold a caseload to support people with recovery from addiction and prevent substance use.
2. To deliver MindCHWF psychosocial interventions (PSI).
3. To facilitate and deliver Mind PSI therapeutic group programmes to clients.
4. To develop strength-based recovery plans with individuals that are comprehensive, person centred and individualised based on a clear assessment of that individual's needs and circumstances.
5. To involve individuals and their family/advocates in the planning of the individual's care.
6. To complete accurate, person-centred and individualised risk assessments.
7. To hold frequent key work sessions.
8. To provide person-centred care that reflects the rights, preferences and choices of individuals in an environment that is safe, healthy and maintains the individual's dignity and well-being.
9. To administer prescriptions in accordance with stated policy and procedure and the client's needs.
10. To provide an environment that is free from abuse or neglect, observing agreed safeguarding practices.
11. To identify and promoting appropriate opportunities for individuals to engage with their community. (e.g. Employment, Training and Education, volunteering etc).

12. To review and monitor the individual's recovery through regular recovery plan reviews that ensure continued relevance of interventions.
13. To engage in regular 1-2-1 supervision and clinical team meetings.

Personal specification

The remaining sections outlines what criteria will be used to appoint the suitable candidate.

Criteria marked (E) are essential and (D) are desirable.

Experience, Knowledge, Skills, Abilities - Values and Motivations:

Connected: Creating a compassionate and supportive community.

- Ability to work in a recovery orientated, person centred, non-judgmental manner (E)
- Experience of facilitating groups and presentations (D)
- Experience of gaining feedback on clients' experiences of services (E)
- Working knowledge of Safeguarding of Vulnerable Adults framework, the ability to follow procedure and development of a culture of safe practice (E)
- Able to work as part of a team (E)
- Excellent report writing skills (D)
- Excellent organisational abilities (E)
- Proven verbal and written communications that can be modified to different situations (E)
- Adaptable and resilient to work in a changing and challenging environment (E)
- Good IT skills (E)

Fair: We strive for equity - no-one's needs should go unmet.

- Ability to provide calm, consistent support to those experiencing a mental health crisis (E)
- Interest in community participation and co-production techniques (E)
- Resilient and reflective (E)
- Ability to deliver against agreed goals, targets and outcomes (E)
- Proven non-judgmental attitude and ability to act in a culturally sensitive environment with respect (E)

Brave: We walk with people, offering help by doing what works - proven or new.

- A passion and commitment to supporting good health, for persons and communities (E)
- Awareness of the challenges and barriers that people with substance misuse issues might face (E)
- Interest and knowledge in the local community (E)
- Ability to work under pressure and meet both service and central services deadlines (E)
- Able to work in a changing and sometimes challenging environment (E)
- Strong collaborative skills (E)
- Coaching skills to achieve successful outcomes (E)

Qualifications

- We are ideally looking for someone who is qualified in relevant subjects but are mindful that not everyone can afford or has been given the opportunities to gain professional qualification(s).