

JOB DESCRIPTION

Job title: Recovery Worker

Responsible to: Neighbourhoods South Manager

Salary: Starting salary is £29,446.79 per year (Full-time equivalent), (SC5-SP22).

Hours: 37.5 hours per week, full time role.

Contract type: Permanent

Location: City and Hackney

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 (without Barring) is required for this role.

Main Purpose of the Job

Mind in the City, Hackney and Waltham Forest, working in partnership with Turning Point and Antidote, provide the City and Hackney Recovery service. A full integrated service, shaped by the community needs and voices of service users, carers, families, & communities, all staff and volunteers will contribute to substance misuse recovery, social inclusion and improving the quality of life of all our service users in

the City of London and Hackney borough. This Recovery Worker role will support service users primarily on the opiate pathway and keywork a caseload, supporting service users to decide their goals around treatment and develop plans to achieve these.

Main tasks and responsibilities

To work as an Opiate Recovery Worker which includes:

- To provide allocated clients with 1:1 support with achieving their substance misuse recovery goal
- To use psycho-social interventions, SMART goals, and motivational interviewing in supporting clients with their recovery
- Maintaining regular contact with your clients, offering advice, information and psycho-social interventions as well as providing assessments, risk management planning and working closely with our clinical staff and pharmacies around prescribing needs and partner agencies.

Ensure that patients receive the right level of help at the right time and experience a joined-up service between health and social care, especially where multiple services are going in. This may involve:

- re-referring people to health and social care services when their case has become inactive
- alerting involved professionals where there is a need for urgent action or need for step up in care.
- liaising with health, social care and voluntary sector partners involved in the person's care to ensure a streamlined and coordinated approach

General

- To comply with, promote, and contribute to the writing and development of Mind in the City, Hackney and Waltham Forest's Vision, Philosophy, Aims and Objectives and with all organisational systems, policies and procedures
- To work with colleagues and partners within the service to provide a seamless service
- In accordance with the Health and Safety at Work Act 1974, to take responsibility for your own health and safety at work and that of any staff, service users or visitors you are working with, and to report any risks or potential hazards to the Health and Safety Representative
- To keep records and statistics for dissemination to effectively monitor the service, ensuring that all files and information are kept in accordance with Mind in the City, Hackney and Waltham Forest's policies on confidentiality and data protection
- To be administratively self-supporting
- To liaise with other Mind CHWF projects and staff from partner agencies and external stakeholders to facilitate and maintain effective links

- To attend and participate in staff meetings, contributing to discussions and giving reports if needed
- To attend supervision, appraisal meetings and appropriate internal and external training courses as approved by your line manager
- To attend Mind in the City, Hackney and Waltham Forest staff away days
- To undertake any other tasks and duties commensurate with the post as directed by your manager, or any other senior manager in Mind in the City, Hackney and Waltham Forest

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Person Specification

Essential:

- A passion and commitment to supporting good health, for persons and communities
- A valuing of coproduction
- Proven verbal and written communications that can be modified to different situations
- Adaptable and resilient to work in a changing and challenging environment
- Ability to deliver against agreed goals, targets and outcomes
- Fluent written and spoken English, basic numeracy and literacy skills
- Good presentation skills
- Managing your own time
- Good IT skills
- Respect confidentiality
- Ability to collaborate and liaise with community agencies and groups and develop positive working relationships
- Ability and willingness to travel to various community sites as required
- A willingness and ability to work unsocial hours when required

- Ability to maintain professional boundaries
- Able to build trust and collaboration
- Awareness of the challenges and barriers that people with substance misuse issues might face
- Able to work as part of a team
- Resilient and reflective
- Able to work under pressure and meet both service and central services deadlines
- Able to work in a changing and sometimes challenging environment
- Able to deliver against agreed goals, targets and outcomes.
- Strong collaborative skills
- Proven non-judgmental attitude and ability to act in a culturally sensitive environment with respect

Desirable:

- Coaching skills to achieve successful outcomes
- Working knowledge of Safeguarding of Vulnerable Adults framework, the ability to follow procedure and development of a culture of safe practice
- Understanding of local services and support networks
- Experience motivating and supporting people towards recovery
- Ability to work in a recovery orientated, person centred, non-judgmental manner
- Ability to provide calm, consistent support to those experiencing a mental health crisis
- Experience facilitating psychosocial education groups