Job Description

Job Title:	Drug and Alcohol Recovery Worker (Practitioner Grade)
Responsible to:	Housing Services Manager
Location:	Kings Court Bristol
Grade:	£30,348 (fixed term contract to end March 2026)

Role Purpose

The role of the Drug and Alcohol Recovery Worker is to provide high quality recovery support to service users eligible for the Pathway 4 (substance misuse) Housing Service in Bristol. The worker will need to build strong relationships with clients ensuring recovery needs are met, assisting with signposting to appropriate support and encouraging engagement with treatment services. The role focuses on delivering recovery outcomes and building positive futures.

The Drug and Alcohol Recovery Worker will work as part of the Housing Team in the development, implementation and evaluation of Pathway 4's drug and alcohol recovery service.

Specific Duties

- Assessing client need
- To carry out risk and needs assessments enabling service users to reflect on their needs, and identify barriers to their recovery
- Identify and assess clients in relation to any drug and alcohol related health needs and refer on and engage agencies as appropriate

- Working with the client to enable their recovery
- To plan, organise and deliver structured 1-2-1 interventions to clients with problematic drug and alcohol use using relevant and recognised theoretical models
- To plan, organise and co-facilitate the delivery of structured groups to clients with problematic drug and alcohol use using relevant and recognised theoretical models. This to include relapse prevention groups
- To ensure any additional support needs are met via local agencies and wider treatment services including Horizons
- To liaise with the National Probation Service as required, for service users subject to drug or alcohol treatment orders
- To work in close collaboration with partners internally and externally to support, motivate and maintain the engagement of service users through all stages of their recovery journey

Engaging with the wider Housing Support worker team

- Engaging in regular 1-2-1 supervision and team meetings
- Ensuring regular and productive exchange of information between the client, their support workers and themselves

Engaging with the wider recovery networks in Bristol
- To liaise with, and build and maintain, professional, working relationships with internal and external stakeholders, including colleagues, probation, drug treatment workers, mental health workers and other professionals from relevant agencies and/or partnerships
- Promoting recovery throughout Pathway 4 and across the homeless pathways in Bristol
- Ensuring good contact with other providers so clients can access relevant treatment programmes including MOAT and the ACER unit
- Promote the service through building positive relationships with current, potential referrers and service users.
- To participate in multi-disciplinary/agency case conferences and any other meetings as required

Harm reduction
- Enabling clients to access naloxone where needed, along with relevant training, and work with them to ensure they access harm reduction information and advice

Signposting to relevant recovery groups
- Ensure they are connected to relevant mutual aid / SMART groups to enable clients to access these and other groups
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Recording outcomes and measuring impact
- To comply with data collection procedures and reporting to ensure effective recording of performance monitoring, outcomes and service user information including NDTMS

Supporting recovery and harm prevention
- Link Service Users with Peer Mentors to enable and support them to access and attend appointments.
- Use techniques, relevant to the individual Service User, to ensure that they build and maintain motivation to complete their recovery journey including building relapse prevention plans.

Risk Management
- Develop risk management plans and share information as appropriate in the best interest of the Service User, other Service Users and the organisation.

- Undertake safeguarding actions to protect young people and adults at risk as appropriate, share information internally and externally as appropriate.
- Regularly review risk plans and amend plans as appropriate when circumstances change.
- Comply with organisation's substance misuse testing policies and procedures.
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- <u>Other Activities</u>
- Undertake administration tasks as required to maintain service users' records, organisational outcomes and any other reporting required.
- Develop your own knowledge and practice by undertaking training, supervision and team meetings.
- Observe the organisation's health and safety at work policy.
- Observe all organisation's HR policies, including, but not limited to equal opportunities, confidentiality, data protection, inclusion and diversity policies.
- Undertake other duties and responsibilities in keeping with the nature of this post as may be required and instructed.

Skills, Experience & Knowledge
- Drug and Alcohol Recovery Worker experience and/or experience of working with vulnerable adults
- Excellent interpersonal and written communication skills
- Good knowledge of health and safety, safeguarding and data protection policies
- Good organisational and time management skills
- Knowledge of MS Office Suite (Word, Excel) and other commonly used office packages
- The ability to manage own workload
- A problem-solving approach
- Full UK drivers licence and use of a car

Personal qualities
- Friendly, approachable, helpful, patient and passionate about supporting people
- Demonstrates trust, openness and respect in dealings with people, treating everyone with compassion and kindness promoting equality and diversity
- A good communicator who listens, is able to express themselves clearly and encourage Service Users to strive for a healthier life
- A positive individual with a 'can do', results driven approach and attitude
- The ability to prioritise tasks and work under pressure
- Flexible and adaptable to changing workloads
- Embodies the Ara values of being aspiring, brave, competent and determined