



Empowering people experiencing multiple barriers to achieve positive change.

Job Description

- Title:** BRIC Worker (Building Recovery in the community)
- Location:** Bradford – all service site locations
- Responsible to:** Team Leader
- Salary Scale:** SCP 15 – 20, £29,224 - £31,790, Starting at SCP 15
- Hours of Work:** Mon, Wed, Thurs, Fri – 9.15 am – 5.15 pm (including 30-minute unpaid lunch break) Tues – 12.00 noon – 8.00 pm (including 30 minute unpaid lunch break)

ROLE PURPOSE

New Vision Bradford offers a range of support for people experiencing issues with substances from across Bradford, Keighley, Bingley, Ilkley, Shipley and everywhere in the district.

The post holder will deliver support and initiatives in the local areas to establish visible recovery and increase opportunities for service users to achieve sustainable outcomes. Promote and encourage peers to be involved in the shaping of the service and identify other support services and activities in the local community.

In addition the post holder will carry a caseload of clients who are in their first 3 months of post treatment aftercare, providing aftercare planning and 1-1 psychosocial interventions to help maintain recovery.

Key Duties and Responsibilities

- Hold a small caseload of client in recovery – aftercare and or post detox (both community and in-patient) providing interventions through 1-1's and aftercare plans with people in recovery.
- Make travel arrangements and provide travel for clients going to and from in-patient detox.
- Work collaboratively with recovery coordinators and team leaders and provide support to enable clients to move through structured treatment to self-sustained recovery.
- Support service users who have or are completing treatment (detox – in-patient or community) to access community resources, including Flourish, to increase recovery and social capital, within their local community.
- Provide support to clients and volunteers to enable them to engage in education, training and employment activities.
- Work collaboratively with employment, education and training services to create opportunities for clients.
- Explore external volunteering opportunities, away from the main New Vision Bradford services and work collaboratively with the internal Volunteer Coordinator to provide these opportunities.
- Explore available college courses and open days and facilitate the attendance of those interested in further education.
- Identify and refer to a range of support services, mutual aid groups and activities in the community.
- Create and deliver a Community Engagement Project that addresses stereotypes, stigma and provides an opportunity for clients to give back, whilst also promoting recovery in the community.

- Support a number of clients living in a recovery home by providing weekly 1-1 support, a weekly house meeting and a fortnightly activity or walk and talk.
- Support the assessments for clients referred to the recovery home, develop a set of standardised questions to explore the suitability and readiness of those referred.
- Support the transportation of Flourish clients to recovery activities within the community
- Undertake continuing professional development including participating in clinical supervision, performance appraisals and attending training as/when required.
- Work in accordance with all relevant legislation, policies & procedures and guidelines – both internal and external.
- Maintain accurate and up to date records and reports and provide written and verbal reports as required.
- Keep abreast of policy and professional development within your area of professional expertise.
- Work flexibly across operational sites and within an agreed number of hours to maintain appropriate service provision, This will include evening and weekend working.
- To promote, adhere to and live our workplace values of being honest, committed and inventive.

| Person Specification | Essential | Desirable |
|-----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Qualifications | <p>A relevant professional qualification (eg NVQ3 in Health and Social Care, Social Work Degree, RMN, etc)</p> <p>or</p> <p>2 years full time or equivalent in part time experience of working with people with alcohol and / or drug problems and / or people with complex and multiple needs within the last 4 years.</p> | |
| Knowledge, Skills and experience | <p>Excellent understanding of drug and alcohol issues.</p> <p>Working with models of service delivery and issues relating to recovery planning</p> <p>Carrying out assessment and recovery planning and risk management plans</p> <p>Delivering 1-1 interventions</p> <p>Knowledge of working within Safeguarding and Hidden Harm</p> <p>Experience of working with carers and families</p> <p>Experience of using Management Information Systems</p> | |

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|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| <p>Other attributes</p> | <p>A commitment to multi-agency working and establishing partnerships with other professions to achieve good outcomes for the service user group, e.g. mental health services, criminal justice agencies, community groups, etc.</p> <p>The post holder is expected to be flexible with regards to working hours in order to meet the requirements of the post.</p> <p>Willingness to contribute to the training and development of others.</p> <p>Demonstrable experience of working flexibly, positively, and cooperatively within a team.</p> <p>Willingness to work within a performance managed environment and contribute to performance reporting.</p> <p>Willingness to undertake regular supervision and appraisal in line with Bridge policies and actively participate in own professional / personal development.</p> <p>Full drivers license and access to vehicle.</p> <p>Conform to standards of dress which reflect a professional service.</p> | |

| Person Specification | Essential | Desirable |
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| | Willingness to keep abreast of relevant professional developments and to undertake training for the post. | |

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| Key Behaviours | Works Proactively Demonstrates initiative, thinks ahead and takes prompt action to solve problems; completes tasks, overcomes obstacles and seize opportunities. |
| | Leads Change & Improves Performance Responds quickly and positively to change, seeking to continuously improve performance by learning quickly from our mistakes, celebrating our successes and constantly developing our people and processes. |
| | Demonstrates Creativity & Innovation Applies creative and lateral thinking to organisational issues; challenges the status quo and introduces new ideas, methods and processes. |

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| | <p>Client & Customer Focused Focuses on and understand the needs of internal and external customers, members and other stakeholders and strives to deliver a prompt, effective and personalised service. (For ‘customers’, please also read members, stakeholders and audiences).</p> |
| | <p>Influences Others & Communicates Effectively Positively influences others and where appropriate persuades them to change their views, intentions or actions. Listens closely and communicates clearly both verbally and in writing.</p> |
| | <p>Applies & Shares Expert Knowledge Demonstrates the specialist knowledge and technical requirements of the job. Applies skills and experience to perform the job effectively, completes work to a high standard and shares knowledge across the organisation.</p> |
| | <p>Works Collaboratively with Others Works collaboratively with others for the good of the business; builds a network of good relationships and develops a thorough understanding of the organisation and the wider sector.</p> |
| | <p>Values & Respects Others Respects other individuals; listens and takes into account different opinions, feelings and motivations; is trustworthy and acts with integrity; responds and acts constructively towards others.</p> |