



## **Job Description**

**Job Title:** Alcohol Recovery and Engagement Worker

**Accountable to:** Head of Support and Housing Operations

### **Purpose of Job**

Our Alcohol Recovery and Engagement team deliver high quality, psychologically informed housing and hostel services to vulnerable, single homeless individuals, a number of whom have complex needs. These needs may include mental health issues, brain injury, neurodiversity, substance misuse and/or offending behaviour.

Working alongside the wider team at YMCA Wirral, the Alcohol Engagement Worker will recruit clients at the earliest possible stage, to deliver structured interventions that reduce harm to themselves and support them to access pathways to substance misuse treatment and wider health interventions.

The Alcohol Recovery & Engagement Worker will help individuals begin and sustain their recovery by conducting assessments, creating personalised plans, connecting clients to community resources, and fostering a positive recovery environment. Team members will also support individuals into both abstinence-based and medically assisted forms of recovery to reduce alcohol related harm.

The role is funded through Public Health grant income and so has the broader aims of ultimately reducing the number of alcohol-related hospital admissions as well as delivering positive outcomes for individual service-users.

### **Key Duties and Responsibilities**

To carry out needs assessments and create innovative and dynamic recovery plans to enable service users to reflect on their situation, identify barriers to recovery and improve emotional wellbeing.

To deliver one-to-one and group support using evidence-based techniques such as motivational interviewing and solution-focused therapy.

To offer a range of diversionary activities and visits to enable service users to positively engage in meaningful pursuits.

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.

To encourage service users to aspire towards Alcohol Detoxification and work to help them achieve this major stage in their recovery towards abstinence.

## **Specific Duties**

### **Engagement, Assessment & Recovery Planning**

- Promote the service within the hostel and encourage residents to participate in the support and activities on offer
- Act as the 'key Worker' for a number of residents taking responsibility for their welfare during their stay with us and beyond
- Identify barriers, problems and issues which may play a part in the individuals root cause of substance misuse
- Create a person-centred individual recovery plans for individuals

### **Intervention Delivery**

- Provide psychosocial support, life skills training (stress management, relaxation techniques), and co-facilitate group sessions
- Provide service users with information and advice verbally and through relevant literature
- Signpost to treatment services and other relevant agencies within the locality
- Support the delivery of recovery coaching using a broad range of psychosocial interventions
- Stay up to date with the most cutting-edge treatments and harm reduction techniques
- Engage with clients to motivate them to change from street lifestyles using different motivational techniques and an empathetic attitude
- Give advice and information on a range of treatments available within the statutory and voluntary sectors
- Promote and encourage the use of other support services such as Detox, Rehab, 12 steps, psychological therapy, EDMR etc.

## **Partnership Work**

- Liaise with other health and social care professionals where necessary and appropriate
- Link clients to external services, agencies, and community support to foster independence
- Work closely with clinical staff, other recovery workers, and partners for integrated care
- Proven ability to work positively within a multi-disciplinary setting
- Work with partnership organisations to support effective comprehensive treatment pathways and broaden the client's recovery plan accordingly
- Establishing and working collaboratively with external agencies

## **Record Keeping & Report Writing**

- Maintain accurate, up to date service-user records on the organisation's databases
- Report and log all safeguarding incidents and accidents
- To maintain and update service users' records, ensuring the confidentiality at all times
- Ensure that all documentation required by funders and commissioners is completed accurately and within the timeframe requested
- Collect and collate statistical and monitoring information with particular focus on quality standards

## **Teamwork**

- Develop good working relationships with the various teams within the YMCA
- Supporting the engagement of alcohol misusers into effective, evidence based & recovery focused treatment programmes, including delivering open access support, and diversionary activities
- Prepare for and attend supervision and appraisal sessions with your line manager, taking direction as appropriate and contributing to the development of both you and the service
- Provide evidence-based harm reduction services
- Ensure that all safeguarding issues, including child protection and protection of vulnerable adults, are dealt with in accordance to YMCA Wirral policies and procedures, and local and national statutory requirements
- Actively participate in regular supervision and team meetings

## **General**

- Safeguard the wellbeing of all service users and uphold high standards of care
- Work to agreed individual, team and organisational objectives
- Actively promote equality of opportunities and diversity
- Comply with all YMCAW policies and procedures
- Any other reasonable duties as required by the organisation

<b>Person Specification</b>
-----------------------------

		<b>Essential / Desirable</b>
<b>Education, qualifications, &amp; training</b>	Educated to A-Level or equivalent vocational or professional training in health, psychology, social care, criminal justice, or a related field	E
	Educated to degree level or equivalent vocational or professional training	D
	Experience working in an environment with addiction or dependency /voluntary sector setting	D
	Substance Misuse/Harm reduction training	D
<b>Experience</b>	Experience working with vulnerable people or those with complex needs	E
	Record keeping & report writing	E
	Experience working with individuals with alcohol or substance misuse problems	D
	Lived experience of homelessness, substance misuse or related issue	D
	Experience of developing and delivering group activities	D
<b>Knowledge</b>	Knowledge of health, social care, housing or criminal justice systems	E
		E

	<p>Knowledge of causes of substance misuse, homelessness and/or mental health</p> <p>Familiarity with support services in Merseyside or surrounding areas</p>	D
<b>Skills &amp; Abilities</b>	<p>IT skills in Microsoft Office applications</p> <p>Excellent communication and interpersonal skills</p> <p>Practical approach to problem-solving</p> <p>Emotional intelligence</p> <p>Ability to remain calm when dealing with difficult situations</p> <p>Planning and organisation skills</p> <p>Accurate record keeping</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
<b>Personal Attributes and Behaviours</b>	<p>Reliable with a strong work ethic</p> <p>Highly committed to improving the lives of vulnerable people</p> <p>Highly empathetic, respectful and non-judgmental</p> <p>Friendly personality, confident and outgoing</p> <p>Motivational</p> <p>Results orientated</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>

	Creative	D
Other	Full, clean driving license	D
	Prepared to work at unsociable times	E