| **JOB DESCRIPTION – Recovery Pathway Capacity Builder** | |
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| **Job Title** | **Recovery Pathway Capacity Builder** |
| **Base** | Redcar |
| **Hours** | 35 hours per week (may include out-of-hours and weekend working) Fixed Term for a minimum of 12 months (may be extended) |
| **Salary** | **25,584 - 27,716** dependent on experience |
| **Reports to** | Community Team Leader |
| **Purpose of Job** | The Recovery Pathway Capacity Builder will work as a member of the Recovery Connections team contributing to the wider Redcar lived experience recovery-led support offer. The role will identify people aspiring for recovery who require more intensive coordination and co–working with the wider treatment service. The post holder will have an enhanced knowledge of recovery capital and provide coaching to assist in moving towards identified recovery goals. Experience in co-producing recovery plans and risk management plans is essential. The individual defines recovery and the postholder will work within a person-centred framework.  This post requires flexible working to ensure consistent cover and some out-of-hours work over 7 days |

**Management Accountability**

None

**Key Duties:**

* Increase the number of people accessing recovery support and lived experienced coaching through intensive relationship building and facilitation.
* To assist in identifying and assessing people about their recovery support needs.
* Increase the number of people considering residential rehabilitation as a realistic option, supporting readiness and coordinating the journey onto the rehab pathway. Remain involved with the people in rehab throughout their treatment.
* Create and co-produce recovery and risk management plans, liaising with partner agencies by confidentiality agreements.
* Liaise with specialist homelessness and domestic abuse partners within the vulnerable person model.
* Transition people back into the Core Team for care coordination should their recovery aspirations change or their risk level and support needs increase.
* Promote mutual aid and all pathways of recovery. Support people to attend mutual aid meetings.
* Promote the concept of recovery across the Vulnerable Persons Model
* Deliver training to partner agencies
* Introduce beneficiaries to wider community assets to enable social integration.
* Make onward referrals for identified needs not able to be met by Recovery Connections.
* Provide information and introduction to the broader community support offer including Trauma Support.
* Provide general information and advice to beneficiaries within the community who have problematic drug and alcohol use and would benefit from recovery support.
* Participate in regular multi-disciplinary review meetings and complete notes/reports as appropriate.
* Work within a commissioned system of care, respecting confidentiality agreements and multi-disciplinary working.
* To communicate professionally over the phone and in person with anybody contacting the service.
* To collate relevant data and information for monitoring and evaluation processes.
* Complete administrative tasks in an accurate and timely manner.
* To perform as a full team member supporting colleagues across the recovery service, and being open to reasonable requests from line management to ensure effective working relationships.
* Understand, uphold and work with the values, ethos, aims and objectives of the organisation.
* Complete organisational induction, relevant training and any other continuous professional development as identified through a line management process.
* At all times adhere to relevant legislation, good practice and in line with CQC standards.
* Represent the organisation, raise its profile and promote its cause.
* Promote and uphold service users’ rights in line with a peer-led approach.
* Maintain professional boundaries at all times.
* Work to safeguarding legislation and policies for children and vulnerable adults at all times.
* Prepare for and participate in supervision and appraisals.
* Keep abreast of developments in services, legislation and practice relevant to the client group.
* Seek to improve personal performance, contribution, knowledge and skills.
* Attend and participate in project discussions and team meetings as required.
* Work within and be familiar with policies and procedures.
* Work flexibly to maintain the most appropriate level of service provision, and respond to organisational change and development.
* Undertake such other duties as reasonably requested by your line manager.

**Person Specification – Essential Criteria**

* Respect and belief in Equality and Diversity Practices.
* Compassionate approach to people affected by addiction
* Ability to carry out assessments, formulate plans including risk management
* Experience of multi-agency system working
* Good understanding of the 12-step recovery programme and SMART Recovery UK.
* Understanding of issues relating to substance use.
* Understanding of social exclusion effects.
* Acceptance of the importance of upholding quality standards, performance monitoring and collating appropriate statistical information.
* Level 2 or above Health & Social Care qualification
* Adult learning qualification desirable
* Willing to undertake training in health and safety, including assessing high-risk situations for clients.
* A caring attitude with an unprecedented belief that people can and do recover from addiction.

**Experience**

* Personal or family experience around addiction and recovery would be beneficial.
* Experience in a residential rehabilitation setting would be beneficial.
* Experience of mutual aid support would be beneficial.

**This post is subject to a DBS check at an enhanced level.**

**Amendments: This description accurately reflects the present position; it may be amended and reviewed. Any change will be made following a period of consultation**