

<p>CAVDAS CARDIFF AND VALE DRUG AND ALCOHOL SERVICE</p>	<h1>Job Description / Role Profile</h1>
--	---

In treatment Peer Support and recovery Worker

Reports to:	In Treatment Peer Team Leader
Location:	<p>CAVDAS delivers from a range of sites, including:</p> <ul style="list-style-type: none"> • 7 St Andrew's Pl, Cardiff CF10 3BE • 2-10 Holton Rd, Barry CF63 4HD • The Recovery centre, 218 Cowbridge Rd E, Cardiff CF5 1GX • 232 Holton Rd, Barry CF63 4HS • 94 Neville St, Cardiff CF11 6LS <p>You will be expected to work from the recovery centre and other CAVDAS locations on a set three-month rota, agreed in advance.</p> <p>Outreach, and home visits / co-location with other social care partners will be expected.</p>
Hours:	37.5 per week
Salary/Grade:	£24931 - £27053 per annum
Contract Type:	Permanent subject to funding

Background to CAVDAS:

The CAVDAS Alliance brings together the skills, experience, and expertise of three Welsh substance use organisations – Barod, Kaleidoscope and Recovery Cymru – and the Cardiff and Vale Area Planning Board. CAVDAS was formed to deliver innovative services based on the needs of the people in Cardiff and Vale. This unique arrangement for Welsh services allows space for the voices of people using services to be heard and for their needs to be met in the ways that work for them. That way, we can continue to further develop services as required.

We exist to make sure every individual can get the support, information and advice they need regarding their own or someone else's drug and alcohol use. We support every age group and people can get in touch with us directly or via a professional referral. We call this our 'No wrong door' approach: however, and whenever people get in touch about any drug and alcohol concerns, we'll know how to help. We believe the best services are produced together with the people who need them and who have first-hand experience of what works well. This is how we develop our services and why we have a strong, professional peer support team who are a very important part of our approach.

You can find out more about CAVDAS at www.cavdas.com

The CAVDAS Peer Recovery Team

This role sits within the CAVDAS Peer Recovery Team which seeks to ensure peer support is available to people accessing CAVDAS at all stages of change and recovery. The team offers:

- 1:1 peer support
- Groupwork
- Peer support for people accessing treatment services, preparing to access or at risk of dropping out
- Recovery and aftercare programmes, including a community rehab programme
- Voices Action Change – coproduction and service user involvement
- Community connections
- Volunteering
- Co-delivery and a pathway to the wider Recovery Community via the recovery centre

The role sits in the in-treatment element of the Peer Recovery Team.

Purpose of the role:

This is an exciting new role within the CAVDAS Peer Recovery Team structure that has arisen from increased need for peer support for people who are at earlier stages of their recovery and / or treatment journey. Our In - Treatment Peer support and recovery Worker in CAVDAS will offer peer support to people who are thinking about and starting to make changes to their alcohol and / or drug use, offering hope, connection, encouraging access to treatment and building motivation. We aim to offer peer support alongside other treatment offers where possible and effective. We offer support in person, online and via phone/text. The team offers a range of support for people to meet other people with lived experience, to participate in recovery groupwork and starting them on their journey to recognise that recovery is possible. You will support people to help them engage in the treatment system in a planned and supported way, talking them through the options available and trying to engage them into structured support in the treatment system. You will be focussed on engagement in treatment, alongside treatment, preparation for recovery and tasters of what is available. You will be based in the peer team to ensure distinct difference from key working and to assist throughout through the treatment system. You will work closely with the Recovery Cymru recovery community to engage people in ad infinitum support outside of treatment services. You will collaborate on the running of the open access Recovery Centre which is available to people 7 days per week. This is an exciting role through which you can help people to transform their lives. Your recovery and wellbeing are critical to us and in your role, you will have access to support, training, coaching and mentoring. Please note, this role will likely at times involve working with people who may be under the influence of alcohol or other drugs. Your work will focus on:

- Offering planned and structured 1:1 peer support
- Running groups (face to face and online)
- Engaging people at the earlier stages, offering connection, hope and support

- Contributing to the running of the open access recovery centre.

Our peer support model is based upon C.H.I.M.E. – connection, hope, identity, meaning and empowerment. This is not a counselling or treatment role. It is essential that you are able to build rapport and work with individuals from all backgrounds in a non-judgemental and supportive way.

Critically, you will embody and represent the RC recovery community ethos and model and will operate at the interface between CAVDAS treatment services, the recovery community and recovery supportive community assets. Volunteering is central to the peer model, and you will work closely with volunteers, offering support, and 'on the job' skills development. You will support the work of Voices Action Change to ensure service users across the system design, deliver and monitor the work of CAVDAS.

We are looking for people with lived experience of overcoming issues with alcohol and / or other drugs, in a place of stability to enable you to support others. We have a strong focus on recovery, wellbeing, and training for our staff, taking our responsibility as an employer seriously. Recovery support is built into our staff approach.

SPECIFIC RESPONSIBILITIES

- Inspire, encourage, and support people as they seek peer support to start making changes to their substance use, including building connection, hope, motivation and engagement in treatment.
- Working in 1:1 and group settings, focusing on pre-treatment and treatment engagement with individuals who may have higher risk and needs, with a particular focus on prep for detox, medication assisted recovery, community and residential rehab or other treatment offers
- Deliver one-one and group support using a variety of methodologies: - online, phone, text, video and face-face
- Deliver support across a wide range of venues: - recovery centres, outreach locations and partner venues
- Deliver structured recovery coaching (training provided)
- Work in partnership with other agencies to provide a package of support by attending joint allocation meetings (JAM) and case review meetings, sharing appropriate information, and ensuring that action plans and risk management plans are in place
- Build relationships and work closely with our NHS colleagues
- Signpost to & liaise with external agencies including, but not limited to, specialist substance use services, mental health, sexual health, housing, debt and finance.

Recovery Centre

- Contribute to a peer-based programme of activities including 1:1, groupwork,

- social activities and volunteer support.
- Support volunteers to develop their skills in delivering peer groups, buddying and social activities
- Contribute to running the open access recovery centre, participating on a rota including some weekend work

General

- To work with and communicate effectively with colleagues to ensure thorough planning, delivery, monitoring and achievement of the aims and objectives of the CAVDAS contract associated with this post
- Attend CAVDAS partnership meetings
- Communicate Recovery Cymru and CAVDAS visions and deliver upon the model, ethos and philosophy
- Be responsible for dealing sensitively with the range of complex and challenging issues members may present.
- Effectively manage own time and prioritise workload, maintaining own administration and accurate personal records regarding travel, diary appointments, TOIL, and expenses incurred (to an agreed level)
- Such other duties as may from time to time be reasonably required

Compliance and Information Management

- Ensure appropriate records and case notes are completed and maintained.
- Ensure the undertaking of appropriate monitoring, review and evaluation procedures.
- Adhere to safeguarding and data protection principles in working practice.
- Adhere to host organisation and CAVDAS policies and procedures.
- Maintain appropriate boundaries.
- Engage with Learning and Development Plans to ensure training remains up to date
- Keep up to date with strategic and policy developments and emerging trends in respect of substance use and related matters.
- Undertake relevant administrative tasks, keeping thorough records and providing reports to an agreed standard, ensuring the confidentiality of all records is maintained and all GDPR practices are followed

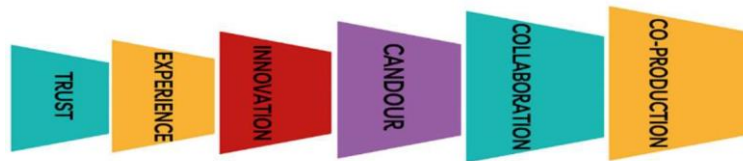
Professional Development

- Help with the induction and orientation of new staff, volunteers and students
- Ensure professional development by seeking regular supervision and annual appraisals and participating in the peer workforce staff programme
- Undertake reflective practice and participate in peer supervision and the peer workforce wellbeing activities

Vision and Values

The post holder will be expected to adhere to and embody Alliance values of TRUST,

EXPERIENCE, INNOVATION, CANDOUR, COLLABORATION AND CO-PRODUCTION in their day-to-day activities working towards the Alliance outcome framework and as part of a wider team.



“The Whole is greater than the sum of its parts”.

PERSON SPECIFICATION:		
	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> • Expected to meet basic skills in numeracy and literacy. • Expected to meet basic IT skills 	<ul style="list-style-type: none"> • PTTLS / AET or other equivalent group work facilitation • ASIST (Applied Suicide Intervention Skills Training)

<p>Experience/ Knowledge</p>	<ul style="list-style-type: none"> • Lived experience of overcoming issues with substance misuse • Demonstrable experience and competence in working (paid or unpaid) in the substance use field or similar environment • Demonstrable experience of delivering structured group work or transferable skill • Demonstrable experience of offering 1:1 support to a vulnerable group • Demonstrable interpersonal skills to build relationships and work collaboratively with a wide range of individuals and groups. • Ability to innovate, creatively plan and deliver activities to meet the needs of an identified group • Awareness of trauma informed practice • A positive and non-judgemental attitude and the ability to work in a non-discriminatory framework • Supports a recovery and harm reduction ethos • Ability to maintain confidentiality and work in a positive and non-discriminatory framework • Willingness to seek advice from team members when needed 	<ul style="list-style-type: none"> • Experience of undertaking assessment of needs, brief interventions, screening and feedback • Previous experience of delivering peer-led support / mutual aid / self help • Trained in ACE and / or trauma informed approaches • Knowledge of sexual health and mental health awareness and harm reduction initiatives.
----------------------------------	--	---

<p>Role specific requirements</p>	<ul style="list-style-type: none"> • Basic IT skills: competency in Microsoft Word, Outlook, Excel or ability to learn within a given timeframe • Prepared to undertake enhanced Disclosure and Barring Service (DBS) vetting. • Willingness to travel across Cardiff & The Vale. • Flexibility to work at multiple locations and flexible working hours to suit demands of the role. 	<ul style="list-style-type: none"> • Full, current driving licence and use of a car which is insured for business use.
-----------------------------------	---	---

ADDITIONAL INFORMATION

This post has been identified as requiring evidence of BBV immunisation status to carry out the role effectively. The role may require the post hold to undertake Dry Blood Spot Testing/ Substance Use Testing/ Working in Needle Exchange or is a clinical role and therefore CAVDAS wishes to ensure that staff are not at risk of infection or transmission of a disease that may affect their own or patient safety. Staff will therefore need to evidence their immunisation history, exemption, or non-responder on commencement of employment or at routine intervals at the request of the Alliance.

The post holder will be expected to work in line with the Social Services and Well Being (Wales Act) 2014, and the Violence Against Women Domestic Abuse and Sexual Violence (Wales) Act 2015 to ensure safeguarding of individuals (adult and children) is at the heart of delivery. A good understanding of confidentiality and information sharing legislation is required with the confidence to act professionally and seek guidance and support from line management and colleagues where appropriate.