

Recovery Worker

Job Description

Accountability & Supervision: The Recovery Worker will report to the Senior Recovery Worker and Project Manager

Job Purpose: To provide a Recovery focused service, in supported accommodation and community settings, by working with people with a range of needs , and working in a way the promotes and reflects Together's values in order to improve engagement and promote reliable, timely and positive outcomes.

Main Duties and Responsibilities

1. Create and review robust risk assessments produce and agree management plans, personalised recovery support plans (identifying goals & aspirations and detailing activities and interventions) and structured move-in plans with new referrals.
2. Support individuals to achieve their goals and aspirations through individual key work, targeted recovery outcomes-focused interventions and person-centred planning, utilising a fully flexible approach in enabling service users to choose who they would like to support them with each task.
3. Organise key worker sessions with individual clients, using Recovery Star, WRAP and person centred planning tools. These sessions will focus on mental health insight, awareness and resilience, medication management including self medication, as well as symptom management, including coping strategies and self management techniques. Key workers will also help clients create their own advance directives and advance statements.
4. Lead group work, offering a range of appropriate groups, e.g. nutrition training, assertiveness skills, confidence building, mindfulness; stress management.
5. Supporting service users in preparing for independence, through issues such as:
 - Helping them maintain and develop their skill base, (re)gain general IT skills, including providing particular support with CV writing, on line applications, shopping on line etc.
 - Identifying and helping to facilitate suitable move on accommodation and support and actively engaging family/carers and wider networks in preparing for the transition according to the wishes of the service user.
 - Providing advice on benefits, tenancy rights or signposting when necessary.
 - Facilitating access to training or/and employment and supporting employers, especially during initial stages. Providing a direct link between service user and any placement/work opportunities and ensuring that any problems are addressed at an early stage and that necessary measures are put in place to prevent placement failures.
6. Make a positive contribution to and work constructively within the team, including developing your own abilities to enhance team performance.
7. Promote, monitor and maintain health and safety and security in the workplace.
8. Work in a way that ensures the service is delivered in compliance with relevant legislation, Together's values, policies and practices and contractual

requirements.

Confidentiality

- Information relating to service users must be treated in the strictest confidence and discussed only within the project with the appropriate members of staff or with named assessor/care co-ordinator.
- Information relating to staff must be treated in the strictest confidence and discussed only with other senior staff or line manager.

This list is not exhaustive and amendments and additions may be required in line with future policy changes.

Equal Opportunities Statement

We acknowledge the unique contribution that all Together employees and service users can bring to the work of the projects and the organisation in terms of their culture, race, gender, sexual orientation, gender reassignment, marital status, nationality, age, religion or belief and any physical disability or history of mental health or additional problems.

All appointments and promotions are based on merit and no job applicant or employee will be treated unfairly or discriminated against. All staff have equal access to staff development.

Full details may be found in the Human Resources Policy and Procedure Manual. Any member of staff who breaches this policy may be subject of grievance and/or disciplinary procedures.

Residential Recovery Worker

Person Specification

Essential Criteria

1. Commitment to the empowerment of service users and users of mental health services and a strong interest in user involvement and promoting people's rights.
2. Ability to respond to service users' needs (including those in crisis) promptly, in a flexible, consistent and appropriate way.
3. Ability to work with service users in a user led, calm, confident and sensitive manner.
4. Excellent listening skills and the ability to communicate effectively with people who are in mental distress, including any who may be acutely ill.
5. Knowledge of and practical experience of using person centred tools to support recovery and development of service users.
6. Ability to work flexibly as part of a geographically-spread team.
7. Ability to work on own initiative, to prioritise work, meet deadlines and make autonomous decisions when needed.
8. Ability and experience of working in an outcome focused way
9. Ability to contribute in meeting team and organisational objectives
10. Experience of participating in meetings/groups.
11. The ability to liaise and communicate well, both orally and in writing, with health professionals, general public, other providers and be assertive where necessary.
12. Enthusiasm and initiative, and good negotiation skills
13. Experience and ability in advocating for others
14. A commitment to the Equal Opportunities and awareness of issues related to social and health care provision in a multi-cultural context.
15. Excellent office and administrative skills.
16. Good computer literacy including the ability to use Windows applications and word processing and database packages. This also includes the ability to use the internet and to draft and send e-mails.
17. Ability to actively seek opportunities for own development, share knowledge and learn from mistakes.

Desirable Criteria

1. At least one year full-time equivalent experience of working in mental health, paid or unpaid.
2. Experience of running groups or participating in group work.
3. Some basic training/knowledge in counselling skills/ therapeutic interventions.