



It's not about what we do, its what we do next

## **Job Description (Ref:CSG-NVB-GRW0123a5)**

<b>Title of post:</b>	Recovery Group Worker
<b>Location:</b>	Bradford District
<b>Responsible to:</b>	Team Leader
<b>Salary Scale:</b>	£ 24,890 - £27,323 pro rata
<b>Hours of Work:</b>	37.5 hours per week (excluding a 30 min unpaid meal break) Worked Monday to Friday 9.00am until 5pm, (although occasional week ends, later evenings and bank holidays may be necessary)
<b>Annual Leave:</b>	32 working days plus bank holidays (pro rata)
<b>Special Provisions:</b>	The post is subject to the successful applicant completing an enhanced disclosure and barring check, the results of which would not necessarily exclude applicants from consideration.

### **CREATE STRENGTH GROUP**

Create Strength Group (CSG) provide support to individuals whose life is affected by their own, addictive behaviour or that of someone close to them. We have a specialism in recovery and aftercare, helping to maintain abstinence and personal growth. We believe all those with addictive behaviours have the ability to turn their lives around and make positive, sustainable changes to their personal circumstances and the communities they live in.

**An exciting opportunity has arisen for a talented and motivated individual to support CSGs role within New Vision Bradford – the alcohol and drug service for adults in the Bradford district.**

### **ROLE PURPOSE**

**Providing collaborative recovery support to people experiencing alcohol and drug issues, guiding individual recovery journeys through treatment and into sustained recovery. You will be working in a small team of recovery professionals designing and delivering group recovery programmes throughout the Bradford district. Group facilitation skills and training delivery experience of short rolling courses are key to this appointment.**

This Job Description is not definitive and outlines key accountabilities – colleagues are expected to be flexible regarding their responsibilities and will from time to time be asked to carry out other duties to ensure achievement of organisation goals.

## Job Description

1. Establish, develop and deliver a range of innovative structured recovery groups to promote individual service user progression from engagement, through structured treatment to self-sustained recovery.
2. Engage in training through Humankind and other CSG and other providers on specifically designed group work packages and implement these within the service
3. To be proactive and use information systems and informal discussions with colleagues to identify service users who would be suitable for group work
4. Use a range of medium/high intense structured psychosocial interventions including motivational interviewing, ITEP, CBT-SBNT and MET in a group settings to promote engagement and retention in treatment services, encourage self-esteem, well-being, self-responsibility and enhanced motivation
5. Where necessary carry out triage, strengths based comprehensive assessments and risk assessments, and to contribute to the development and implementation of individual recovery plans
6. To work closely and in partnership with the multi-disciplinary team from across the partnership New Vision Bradford and externally and provide advice and guidance to managers and other colleagues, through attendance at reviews, team meetings and group supervision and via the telephone
7. Comply with all monitoring and evaluation systems, collect, and monitor information as appropriate and provide reports when required and actively contribute to the Partnership achieving successful outcomes for service users
8. Reduce substance related harm to the individual and wider community
9. To advertise the availability and benefit of group work at team meetings and other forums to generate referrals
10. Contribute to the effective preparation, monitoring and review of individual recovery plans
11. Undertake continuing professional development including participating in clinical supervision, performance reviews and attending training as/when required .

Person Specification	Essential	Desirable
<b>Qualifications</b>	<p>Educated to diploma/ degree level in a relevant subject.</p> <p>or</p> <p>Minimum 3 years equivalent direct experience in substance misuse treatment/ health and social care delivery.</p>	<p>Level 6/Level 7- Counselling, Addiction studies Teaching, Psychosocial, Management</p>
<b>Experience</b>	<p>Minimum 1 year experience of group facilitation.</p> <p>Working with models of service delivery and issues relating to recovery planning.</p> <p>Relevant experience of supporting others to develop through mentoring, coaching and/or supervision.</p>	<p>Relevant experience of working in a leadership role</p>
<b>Knowledge and Skills</b>	<p>Use a range of medium/high intense structured psychosocial interventions including motivational interviewing, ITEP, CBT-REBT-SBNT and MI/MET in a group setting.</p> <p>Knowledge and experience of delivering services which evidence high performance and quality standards.</p> <p>Knowledge of relevant practice in relation to safeguarding vulnerable groups, including children.</p> <p>Ability to lead, inspire and develop a team.</p> <p>Ability to develop positive working cultures and relationships.</p> <p>Demonstrate effective communication in a variety of formats to a broad audience.</p> <p>Ability to apply reasoned non-judgemental analysis to the investigation of incidents (including the death of clients)</p>	<p>Experience of designing and delivery of group work interventions in line with a recognised therapeutic models</p>

<b>KEY BEHAVIOURS</b>	<b>Leadership</b> - show pride and passion in work and positive engagement with the team. To promote engagement and retention in treatment services, encourage self-esteem, well-being, self-responsibility, and enhanced motivation.
	<b>Communicating and influencing</b> - Communicate clearly and concisely both orally and in writing. Express ideas clearly and with respect for others
	<b>Managing a quality service</b> - identify common problems that affect the service, report them, and find possible solutions
	<b>Delivery</b> - follow the relevant policies and procedures, have a positive and focused attitude to achieving outcomes
	<b>Continuous development/improvement</b> - take a positive approach to the possibility of change and encourage others to do the same

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**Download application form [here](#)**

[https://docs.google.com/document/d/1ez1CpoLT3NTJy5jNfHZCxG2wbY69bFj1/edit?usp=share\\_link&ouid=110297745831080590346&rtfpof=true&sd=true](https://docs.google.com/document/d/1ez1CpoLT3NTJy5jNfHZCxG2wbY69bFj1/edit?usp=share_link&ouid=110297745831080590346&rtfpof=true&sd=true)

**Completed application forms to [createstrengthgroup@gmail.com](mailto:createstrengthgroup@gmail.com)**

**Closing date for applications: 23:59 Sunday 16<sup>th</sup> July 2023**

**Interviews: w/c 24<sup>th</sup> July 2023**

For more information and an informal chat, please contact

Dave Memery mobile: 07563 184 362 email: [dave.memery@cslhg.org](mailto:dave.memery@cslhg.org)

**Create Strength Group CIO**, Abstinence based recovery and training  
 35 Salem Street. BRADFORD. BD1 4QH. Charity number: 1193551  
 e. [cslhginfo@gmail.com](mailto:cslhginfo@gmail.com) w. [www.createstrengthgroup.org](http://www.createstrengthgroup.org)