



RECRUITMENT PACK



**RECOVERY CYMRU IN CAVDAS: BRINGING A RECOVERY
COMMUNITY APPROACH TO TREATMENT SERVICES**

EMPOWERING CHANGE: RECOVERY CYMRU'S ROLE WITHIN CAVDAS

Recovery Cymru is proud to form an Alliance with our partners, Barod, Kaleidoscope and the Cardiff and Vale Area Planning Board (APB) to develop and deliver Cardiff and Vale Drug and Alcohol Services (CAVDAS).

We are proud to be part of a growing network of 'Lived Experience Recovery Organisations' (LEROs) across the UK, championing the essential role organisations like Recovery Cymru play in offering peer support, aftercare and recovery community approaches for people in or seeking support for their substance use - as independent organisations in the community AND as part of treatment services.

For Recovery Cymru, working closely with treatment and support services to support people to access professional and peer services, is an important part of how a recovery organisation can support its members. We are delighted to be part of the CAVDAS Alliance and operationally to work closely with the CAVDAS Peer Recovery Team co-delivering the open access recovery centre, social events and having clear pathways into CAVDAS services, including the community rehab programme, as well as from CAVDAS to our ongoing community support.

As your host employer for CAVDAS, you will help us to achieve these aims through your CAVDAS roles!

A RECOVERY COMMUNITY APPROACH IN TREATMENT SERVICES

For us this means...

Our model is based on working with our people to promote: Connection, Hope, Identity, Meaning and Empowerment (CHIME).

Our peer workforce is made up of people with personal and family/friend experience of recovery, as well as recovery advocates who identify with the lived experience approach.

We aim to bring the power of lived experience and the recovery community ethos to people entering, accessing and exiting treatment services, with a direct connection to the wider recovery community to inspire and support long-term recovery post-treatment.

Ethos, model and approach

Full training and support are offered but our key components, include creating a culture based on the following:

- Flat hierarchy
- Social learning environment
- Member-led and peer-led
- Intrinsic volunteering model
- Humanity in all we do
- 'The spirit' of peer support
- The importance of language
- Championing the peer workforce

Within CAVDAS our roles offer:

- Peer support for people entering or accessing treatment services
- Recovery and aftercare programmes, including a community rehab programme and community connection
- Co-delivery with the wider RC recovery community, including the open-access recovery centre which is available 7 days per week
- Assertive Outreach Peer Navigators

The Recovery Centre: A Collaboration Between Recovery Cymru and CAVDAS

The recovery centre, 218 Cowbridge Road East, Canton, Cardiff. CF5 1GX, is collaboratively run between CAVDAS and Recovery Cymru. Together, we offer peer programmes, open access support, volunteering, social activities and engagement in the wider recovery community, 365 days per year.

We are able to offer support to those accessing aftercare and recovery support throughout their treatment journey. We also support those sustaining change when they exit treatment. This collaboration empowers people to engage in wider recovery support from day one, offering connection, hope, identity, meaning and empowerment to make and sustain lasting change in the community and practically enables us to offer these 7 days per week, including evenings.

INTEGRATION WITH THE RECOVERY CYMRU RECOVERY COMMUNITY

An integral part of our recovery-focused treatment service is to support individuals' integration into the wider recovery community. This includes helping build social networks, meet others in recovery, and access aftercare. As people transition from CAVDAS and other treatment services, we ensure that there are options for continued support.

To achieve this, we collaborate closely with the Recovery Cymru community team. Together, we co-deliver services at the open-access recovery centre and organise social events, ensuring clear pathways for ongoing support.

Culture and Creation of a Recovery Focused System

Everything we do has been built with and for people in or seeking recovery and we aim to work with our colleagues in CAVDAS to grow the culture of recovery, increase understanding of, reach and respect for our peer programmes and the peer workforce whilst promoting CAVDAS and Recovery Cymru values. As a member of the CAVDAS peer recovery team, you will help us do this!

VALUE-BASED ORGANISATIONS AND APPROACHES

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

Aristotle

RECOVERY CYMRU VALUES

Connection



Integrity



Compassion



Empowerment



CAVDAS VALUES

TRUST

EXPERIENCE

INNOVATION

CANDOUR

COLLABORATION

CO-PRODUCTION

RECRUITMENT AND SELECTION PROCESS

Recruitment and Selection

At Recovery Cymru, we take great care in our recruitment and selection process to ensure that we bring in individuals who are not only skilled and qualified but also who have the values, potential and passion to work with us to achieve our mission and values. At times, we will offer development roles to ensure we have the right people, for the right roles, at the right time! Our process is designed to be thorough, fair, and transparent.

Application Process

Applicants are to provide a completed application form and return it according to the instructions of the advert. CVs in place of application forms will not be accepted. CVs may be sent with completed application forms and will be considered. However, it is your application form that will be looked at.

We'd love for you to take a moment to read the job description that we provide carefully. Remember, all applications must be submitted by the closing date, so please keep that in mind as you apply.

Shortlisting

After the closing date, the shortlisting panel go through each application individually, carefully reviewing the information provided and scoring each application with a scoring matrix based on the role. We look for individuals whose background, skills and transferrable skills align with the requirements outlined in the job description. Once this has happened, the panel meet to discuss the scores and individuals and decides who will be shortlisted.

We will let all applicants know whether they have successfully secured an interview. Unfortunately (due to the volume of applications and demands on staff time) if you are unsuccessful, we cannot always offer feedback on your application. We welcome future applications from you unless otherwise stated.

Interview Process

If successful, you will be invited to interview. You will receive an email with details of the date, time, venue and any other specifics which will be provided in your Invite to Interview email.

After your interview, you will be contacted as to whether you have been successful. Feedback will be provided from the panel. Your official job offer will be provided and necessary checks carried out to be able to offer you a start date.

For successful candidates, a start date, references, DBS check and induction plan will be issued! For those who are not successful at this time, our volunteering programme offers an alternative way to get involved in RC and develop skills and experience.

BENEFITS, PERKS, PROCESS

Leave	<p>The current annual leave entitlement is 25 days per annum, plus statutory holidays.</p> <p>The leave year runs from 1st January to 31st December.</p>
Pension	<p>Recovery Cymru offers a 5% contribution pension scheme subject to 3% employee contributions. This is reviewed annually and is subject to change without notice.</p>
Probationary Period	<p>All new employees are required to serve a probationary period of 6 months. During this period, notice of termination by either party will be one week.</p>
DBS	<p>Posts are subject to a Full Enhanced DBS check. Recovery Cymru is an equal opportunities employer and criminal convictions will not necessarily preclude you from this post.</p>
Training	<p>As first point of contact, post-holders will be required to offer member and volunteer support and on-going training will be provided. In addition to the Recovery Cymru induction and training programme, training will also be provided to support you within the role.</p>
WPA Health Insurance	<p>Enjoy the peace of mind and security that comes with comprehensive WPA health insurance coverage as part of our employee benefits package.</p>

THE NEXT STEPS

Thank you for considering a role with us at Recovery Cymru. We hope you now have a good sense of our mission and the impactful work we do here. Each position within our team plays a key part in empowering our community and aiding individual recovery journeys.

Please take a moment to review the job description for the specific role you're interested in. It's important to see how you can fit into our overall mission and how your skills and experience can help us make a difference.

If you have any questions or need more details, feel free to reach out as outlined in the job description or visit our website for more information.

We're excited about the possibility of having you on board, contributing to a community where recovery, growth, and change are celebrated every day. We look forward to hopefully welcoming you to our team soon!

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