



Job Description / RoleProfile

Peer Recovery & Aftercare Worker

Reports to:	Peer Recovery 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 CF116LS <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:	£25,430 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

You will sit in a team of five recovery and aftercare workers.

Purpose of the role: Our recovery and aftercare workers in CAVDAS offer peer support to people who are seeking support to make and sustain changes to their alcohol and / or drug use. 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; undertake the community rehab programme and 'exit' other more traditional forms of substance use treatment. You will support people to build their recovery capital and to leave the treatment system in a planned and supported way, without fear of not being able to re-enter for support should they need it. 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. Your work will focus on:

1. Offering planned and structured 1:1 peer support
2. Running groups
3. Delivering the community rehab programme
4. 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 both able to build rapport and work with individuals from all backgrounds in a non-judgemental and supportive way.

CAVDAS Community Rehabilitation model The community rehabilitation model is an exciting innovation in Cardiff and Vale to extend the provision of structured psychosocial recovery programmes within the community setting. Critically it is co-delivered by substance use workers, peer recovery and aftercare workers and volunteers. The programmes include timetabled psychosocial groups, recovery coaching, 1:1 psychosocial interventions and access to both counselling and recovery community activities.

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 make and maintain long term change
- Form part of a core team delivering structured self-help; peer-based psychosocial programmes and mutual-aid programmes to people at different stages of their recovery journey
- 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
- Signpost to & liaise with external agencies including, but not limited to, specialist substance use services, mental health, sexual health, housing, debt and finance.

Community Rehabilitation Programme

- Undertake Community Rehabilitation Programme awareness raising sessions
- Undertake assessment and engagement sessions with the referrals into the Community Rehabilitation Programme
- Provide structured pre and post support to those undertaking the Community Rehabilitation Programme
- Deliver the peer-led aspect of the Community Rehabilitation Programme

- including structured 1-1 and group support
- Provide assertive outreach to those who have dropped out of community rehab programmes
- Undertake agreed tasks to track long term outcomes of members and graduates of the Community Rehabilitation Programme
- Work with colleagues to support volunteers in delivering parts of the Community rehab model.
- Bridge the gap between aftercare and the wider recovery community

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

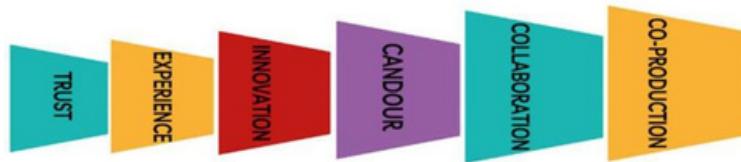
- Ensure appropriate records and case notes are completed and maintained.
- Ensure the undertaking of appropriate monitoring, review and evaluation procedures.
- Adhere to safeguarding and data protection principles in working practice.
- Adhere to host organisation and CAVDAS policies and procedures.
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)

Experience/ Knowledge	<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.
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Role specific requirements	<ul style="list-style-type: none">Basic IT skills: competency in Microsoft Word, Outlook, Excel or ability to learn within a given timeframePrepared 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.
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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 holder 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.