

## Job Description

<b>Job Title:</b>	Abstinent Accommodation Link Worker
<b>Responsible to:</b>	The post holder will be seconded to work as part of Phoenix Futures' Tyneside Housing Team and will work to the Team Manager.
<b>Location:</b>	Strathmore Road, Newcastle
<b>Job Purpose:</b>	This new role will support development of accommodation services, including a new scheme, aimed at people who have achieved abstinence from drugs and alcohol and who require a supported housing environment to support their ongoing recovery, while equipping them with the skills and resilience to move on to independent accommodation and maintain abstinence

### Brief Outline:

With funding from Public Health England and the Home Office, this is a great opportunity to be part of an exciting and innovative approach to supporting people in recovery, working within a wider delivery plan focused on reducing substance misuse in Newcastle.

Delivered through a partnership between Tyne Housing Association and Phoenix Futures, the role's focus is to support existing and new specialist Newcastle-based accommodation services for people in recovery from drug or alcohol misuse to support their continued progression, through development of partnerships and appropriate referral pathways into it. The post will involve establishing understanding and data around demand for an abstinence-based accommodation programme and support creation of an evidence base around efficacy, as well as providing direct support to residents.

It's a challenging role. We don't expect that people need support Monday - Friday, 9-5, so there will be occasional evening and weekend working.

You will be out and about working to develop relationships with stakeholders in the community and directly with the people on your caseload. We can guarantee an interesting work environment, where no two days are the same.

We need experienced Support Workers who can work on their own initiative and aren't afraid of taking a decision, but most of all we need people who can get on board with our values and want to help people get to a better place.

### Main Duties:

1. Develop referral criteria and processes for people coming into the accommodation, working with colleagues in the Housing Advice Centre to ensure a shared understanding and appropriate referrals
2. Working with partners, develop and implement appropriate output and outcome measures to support monitoring of efficacy of the scheme, including demand analysis.
3. Using data and information from partners and scheme monitoring to create understanding of gaps and good practice that can be used for future scheme planning
4. Working on a caseload basis, provide direct support to residents of 'abstinent houses', including:
5. Working with the individual to establish their needs, goals and aspirations, creating and regularly reviewing a support plan to facilitate this
6. Planning, organising and delivering interventions (group and one to one) to support the individual's recovery journey
7. Using and developing pathways and links to appropriate sources of additional support for the individual, signposting and facilitating access where necessary
8. Work alongside housing support workers to build their capacity in supporting people in recovery
9. Carry out all duties in line with organisational policies, particularly those regarding risk, safeguarding and health and safety
10. Maintain good, accurate records and adhere to the association's policies and procedures on confidentiality and GDPR.
11. Be prepared to work some evenings and weekends as part of your usual working pattern
12. Any other suitable duties as decided upon by the line manager, or other senior manager acting in their place.

## Person Specification

### Essential skills and experience:

(to be evidenced at application and interview).

1. Experience of working directly with people who have experienced homelessness
2. Experience of working with people who suffer from alcohol or drug dependency
3. Excellent written and verbal communication skills and ability to engage with a range of stakeholders, demonstrating empathy, rapport building and active listening
4. Experience of and demonstrable ability to work with partner agencies to achieve outcomes
5. Understanding of support and accommodation pathways for vulnerably housed or homeless people and those exiting the criminal justice system.
6. Knowledge and understanding of a variety of therapeutic interventions suitable for delivery across the spectrum of harm, including withdrawal states, the process of detoxification and pharmacological support.
7. Skills in:
  - Asset based assessment and recovery capital and planning
  - Motivational Interviewing / Motivational Enhancement Therapy.
  - Mental health assessment processes and mental health first aid
  - Delivering group based interventions
  - identifying and responding to risk and neglect
8. Safeguarding Training Level 3 and have an understanding of Early help pathway and local procedures
9. Ability to work effectively as part of a team
10. Competent in using IT systems for record keeping and seeking information.
11. Effective decision making and initiative
12. Ability to work with minimal supervision

**Desirable skills and experience:**

1. understanding of substance misuse treatment and support pathways
2. A full driving license and use of a car is desirable but not essential

**Values** are at the core of Tyne Housing.

As an employer, we will provide exceptional skills training and personal development opportunities to all of our people.

If you have experience in a similar role or organisation you may wish to use examples from that experience, but we are just as interested in people who may not have direct experience but share our values and our commitment to making a difference.

We encourage applications from people who can demonstrate to us, and to the people who use our services, the following key behaviours;

Our Purpose: **We're here to help people get to a better place.**

Core value	Key behaviours for all staff and volunteers	Key behaviours for line managers
<p><b>We believe in people</b></p> <p><i>We believe in their strength, willpower and courage. We believe in each other, in those we support and in our community.</i></p>	<p>Good listening skills</p> <p>Comfortable communicating with a wide range of people</p> <p>Approachable</p> <p>Ambitious for our people and our local communities</p> <p>Empathetic</p>	<p>Respect for the team</p> <p>Active listening skills</p> <p>Understanding of work and personal life</p> <p>Supportive</p>

**We won't give up**

*We stand by our region's most vulnerable people, we believe that everyone deserves a chance to get to a better place.*

- Respectful
- Resilient
- Passionate about the work
- Honest and truthful - straight talking
- Tenacious - getting things done

- Builds confident teams
- Instils positivity
- Instils self belief
- Seeks to understand underlying issues

**We activate change**

*We are a catalyst for change, supporting small steps that lead to greater transformations.*

- Appreciates the role of safety and stability as foundations for positive change.
- Promotes access to opportunities
- Creative and flexible approach
- Builds trust
- Can challenge in a positive way

- Positive about change
- Leads by example
- Move forward attitude
- Inspirational

**We're better together**

*We invest in our region and in our communities. We're serious about progress and take pride in our relationships. We work with an open mind and embrace new opportunity.*

- Belief in partnerships
- Takes pride in our work
- Values all roles in the team
- Take responsibility for each other - going the extra mile
- Reflective - learning from each other

- Outward looking
- Looks to the whole system
- Promotes our work externally
- Learns from best practice.

## Terms and Conditions

<b>Annual remuneration:</b>	£24,393
<b>Hours of work:</b>	37.5 hours per week (including some evenings, weekends and Bank Holidays)
<b>Annual Leave:</b>	26 days rising to 30 after 5 years service
<b>Notice Period:</b>	Four Weeks

### Additional Benefits:

- Personal training and development planning
- Your birthday off
- A generous pension scheme
- Death in service benefits
- Full service employee assistance programme
- + much more

Specific terms and conditions will be as stated in the Terms and Conditions of Employment document

Tyne is an accredited Investor In People and Equal Opportunities employer as well as holding a silver Better Health At Work Award.

This is a fixed term post, initially for one year from appointment. Extension for a further year may be available, subject to funding

**This post is subject to an enhanced Disclosure and Barring Check.**

## How to apply

To apply for this role please ensure you have taken the time to read through the job description and person specification before completing your application.

Please note, we do not accept CVs and require completed application forms which can be downloaded from our website [www.tynehousing.org.uk/vacancies](http://www.tynehousing.org.uk/vacancies) or you can request a copy by emailing [info@tynehousing.org.uk](mailto:info@tynehousing.org.uk) or calling reception on 0191 265 8621.

The closing date for this post is **Friday 6th August** and interviews will be held in the week beginning **16th August**

Completed application forms can be sent via email to [info@tynehousing.org.uk](mailto:info@tynehousing.org.uk) with the subject line 'Abstinent Accommodation Link Worker' or posted to our head office at: Tyne Housing Association, St Silas Church Building, Byker, Newcastle Upon Tyne, NE6 1PG.

***Tyne HA is a registered society under the Co-operative and Community Benefits Societies Act 2014 number 21011R and is a charitable housing association***