

Job Title	Recovery Worker
Function	Operations
Department/Team	Service Name
Reports to	Line Manager
Direct Reports	0
Dimensions (budget, people span of control)	Not Applicable
DBS Check Level Required	Level
Grade/Job Evaluation Level	B
Salary Banding	£24,243 FTE
Created/Reviewed date	January 2025

You will be working for (Description of Waythrough and specifics of Service/Function/Office)
<p>Waythrough launched in October 2024 following the merger of Humankind and Richmond Fellowship (RF). Aquarius supports people in the Midlands affected by substance use or gambling. It was a subsidiary of Richmond Fellowship and is now a subsidiary of Waythrough.</p> <p>We are specialists in mental health, alcohol, drugs and related areas. We provide high quality, evidence-based services, which are designed around the needs of the people we support. Our vision is to break down the barriers that stop people getting the support they need to live a life they value.</p> <p>Our values underpin everything we do – from how we work together through to how we design and deliver services. All our work to fulfil this vision is strengthened by our values.</p> <ul style="list-style-type: none"> • Kindness: be generous, caring and compassionate. • Courage: be bold, trust, commit. • Respect: everyone deserves dignity. <p>Description of Service</p>

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Purpose of the Role

- To support the people using our services to achieve their life goals
- To assist with the safe and successful daily running of the service
- To work as part of a team towards agreed service/contract lengths

Key Accountabilities

(List of accountabilities specific to this role)

Assist people using our services to:

- Manage and improve their own physical and mental well-being
- Develop life-skills including budgeting, money management, tenancy sustainment, access to public services, further education and/or employment and living well in the community
- Live more fulfilling lives and develop new meanings and purposes
- Take control over their life, through their own choices and decisions

Ensure the safe running of the service:

- Assess resident wellbeing and welfare on an ongoing basis
- Keep our service compliant with legal regulations
- Provide a safe, respectful environment

Keyword:

- Oversee your own caseload of key clients
- Concentrate on the person and their individual needs, choices and aspirations, rather than on diagnostic categories or labels
- Work with individuals to develop agreed, meaningful and achievable personcentred plans with positive outcomes that meet the individual's aspirations
- Complete a range of activities during key working sessions
- Ensure positive risk assessments are created and implemented in line with our policies and procedures
- Signpost people we support to other services for additional support

Manage your own workload:

- Plan and carry out your core areas of responsibility

- Complete accurate and timely computerised records via our database
- Liaise with external agencies - such as community mental health teams, multi-disciplinary teams and carers - building relationships and projecting a positive image of the service
- Effectively monitoring and managing your own wellbeing through debriefing and discussions with your manager and colleagues
- Keep up to date with organisational developments

General Accountabilities

(List of accountabilities applicable to all roles)

This job description is non exhaustive, and we reserve the right to amend and review as appropriate.

Person Specification

Qualifications	Essential or Desirable
Not applicable for this role	

Skills	Essential or Desirable
Ability to communicate effectively at all levels	Essential
Ability to respond compassionately to sensitive and complex issues	Essential
Able to motivate, support and advocate for people using services	Essential
Able to work effectively unsupervised and as part of a team	Essential
Able to keep good and accurate records	Essential
Ability to plan and prioritise workload	Essential
Good interpersonal and listening skills	Essential
Able to demonstrate a commitment to self-development & training	Essential
Able to demonstrate personal & professional integrity	Essential
Ability to work under pressure	Essential
Good IT skills, including in Word, the use of databases and email	Essential
Able to work flexibly to meet the needs of the Service and people using services	Essential
Able to participate in a 24 hour/7 day week shift rota, undertake on call duties and stay away from home at night	Essential

Experience	Essential or Desirable
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Not applicable for this role	
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