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| Job Title | Recovery Development Worker |
| Hours | 37.5 hours per week (varied shift pattern) |
| Reports To | Service Lead, Registered Manager |
| Based | River Garden Auchincruive, The Bothy, KA6 5AE |

Introduction

People are at the heart of what we do at River Garden, helping people take their next step toward a positive future. We're looking for people who share our values and want to bring the best of themselves to support people to become the best of themselves. The Recovery Development Worker role is a vital part of the support team at River Garden, where you will help build and nurture a therapeutic community of recovery. Your primary goal is to support people throughout their entire journey, from pre-assessment to returning to their home and community.

Role Overview

As a vital member of the support team, you will work closely with the Service Leader to nurture the recovery community at River Garden. Your primary role is to support individuals throughout their entire recovery journey.

You will manage a small caseload, acting as their key contact worker and providing structured assessments and individualised care to enhance people's well-being. This position is part of the Recovery Development Team, which delivers psycho-social and psycho-educational recovery programmes within a residential and social enterprise framework.

This role requires a calm, empathetic, and non-judgmental approach, based on a trauma-informed approach to foster psychological safety for everyone. This is essential for supporting people experiencing complex physical, social, and mental well-being needs.

Key Responsibilities

Community Support & Development:

You will play an active role in helping people decide if River Garden is the best next step for them on their recovery journey. This involves creating positive relationships and working through the pre-assessment process with people, their families and loved ones.

You will provide recovery case management, assisting individuals in developing personal, social, and work-related life skills. You will deliver and facilitate psycho-social and psycho-educational recovery programmes, both individually and in groups.

Social Enterprise Engagement:

You will provide assistance and guidance to people engaged in work activities within the social enterprises. This includes supporting residents as they learn and apply new skills, contributing to the commercial success of the enterprises, while fostering their personal growth and development. The programme's therapeutic work is rooted in practical skills like horticulture (therapeutic gardening), café operations (food preparation and customer service), and woodcraft (making and designing quality garden furniture and other items to order).

Co-production:

Be committed to the principles of co-production, actively involving people in the design, delivery, and evaluation of the service.

Transition & Aftercare:

You will assist individuals in developing and implementing their plans for the future. This includes creating a detailed plan for a supported transition with clear milestones and collaborating with relevant external support agencies, such as housing, mental health, and employability services. You will also help ensure the person has a clear aftercare plan with scheduled follow-up appointments. This includes working with people to identify and create job and volunteering opportunities in their communities.

Administrative & managing safely:

You will complete administrative support tasks, including planning and reviews, as well as accident, incident, or safeguarding reports. You will also participate in regular staff meetings to collectively review a person's progress and transport people to appointments and other activities as required.

Professional Development & Collaboration:

You will be responsible and supported to keep up to date with new developments in the recovery field and ensure your knowledge is current. This includes collaborating with organisations across different sectors (e.g., housing, employment, mental health) to provide a holistic approach to care and a smooth transition for people back into the community.

Person Specification

| Category | Essential | Desirable | Assessed by |
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| <p>Experience & qualification</p> | <p>SVQ level 3 or willing to work towards this</p> <p>Experience in helping people understand their experiences with substance use.</p> <p>Practical experience in delivering group work.</p> <p>Understand the experience of entering an abstinence based setting.</p> <p>Understand and apply the principles of co-production working in a support based setting.</p> <p>Record of Continuing Professional Development (CPD), in line with your SSSC registration requirements.</p> | <p>Experience in case management.</p> <p>Experience in delivering or working through a recovery service.</p> | <p>Application Interview</p> |
| <p>Knowledge and Skills</p> | <p>A calm, empathetic, and non-judgemental approach with the ability to develop and maintain therapeutic relationships.</p> <p>Psychological awareness, including skills in emotional regulation, non-verbal communication and active listening.</p> <p>Facilitation skills, including setting clear boundaries and</p> | <p>An ability to deliver and facilitate recovery programmes.</p> <p>A recognised qualification in group work or counselling skills</p> <p>Catering, horticulture, craft, woodworking or other work-based experience that you can</p> | <p>Application Interview</p> |

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| | <p>managing group dynamics.</p> <p>Negotiation skills, the ability to adapt to the group's needs and encourage strengths and resilience.</p> <p>Good organisational skills and communication skills, both verbal and written</p> <p>Practical experience within the recovery sector.</p> <p>Good standard of IT skills.</p> | <p>bring to RGA.</p> <p>Working with and in groups.</p> <p>Recognised coaching qualification</p> | |
| Personal | <p>The ability to work well within a team, show initiative, and be self-motivated.</p> <p>An ability to contribute to a work culture based on RGA's values and vision.</p> <p>Positive approach to recovery principles</p> <p>Enjoys nature and understands the benefits of creating a therapeutic environment and working outdoors.</p> <p>To maintain a professional manner whilst placing people at their ease</p> | UK Driving license | Application Interview |