

Job Description and Person Specification

Job title	Criminal Justice Worker
Project base	Kirklees
Hours & salary	30 hours - £23,979 - £25,584 per annum pro rata – 6 month secondment
Accountable to	Project Manager

About Emerging Futures CIC

Emerging Futures works nationally with people affected by addiction, encouraging them to make positive changes to their lives.

We believe that no one should suffer the stigma associated with addiction, and that everyone seeking support should feel valued and respected.

We provide homes for people to connect with others and make the necessary changes to move towards independent, healthy living.

Our behaviour change services provide a confidential space to share experiences, and offer practical support to those who want to change.

The Emerging Futures accredited coach training develops the skills of our volunteers, motivating people to give back and reconnect with their community.

About the role

Emerging Futures (EF), in partnership with Change Grow Live (CGL), deliver the substance misuse contract across Kirklees delivering a person centred, trauma informed approach to treatment and support.

As a Criminal Justice Worker, you will be an integral part of a community-based rehabilitation programme that supports individuals to develop resilience, wellbeing, and the capacity to live successful and fulfilling lives free of active addiction and criminality.

You will work in partnership to facilitate behaviour change programmes for those in recovery from substance misuse. Across Kirklees, you will support individuals to transition into the community from prison.

You will contribute to the service to ensure that service users receive high quality services that adhere to the best practice guidelines, policies, and ethos of EF. You will be responsible for contributing to the overall performance of the service to ensure that positive outcomes are achieved through working in an asset-based, collaborative, and pro-active manner.

As part of the role, you will be required to promote wellbeing and active citizenship; using your unique skills and experience to support others. You will develop and assist in sustaining support networks across the region and well as promote and support the involvement of

families in services, aftercare, and mutual aid and recovery communities as per the ethos of EF.

Principal duties and responsibilities

Supporting those around you

Establish professional, supportive relationships with those in recovery through brief interventions and through group facilitation to create opportunities for purposeful and sustained recovery in the community upon discharge from structured treatment.

Support service users in becoming aware of community recovery options in initial Recovery Care Planning to provide a clear, purposeful 'end point' for service users in the community upon discharge from structured treatment.

Address any concerns service users may have with regards to engaging in community activities and provide support around this in a person-centred, strength-based manner.

Service delivery & performance

Work with CGL criminal justice team to assist in outreach interventions, prison pick-ups, community/ prison-based pop-up workshops.

Work with CGL to identify aftercare pathways which assist service users in developing strong links with the greater community including mutual aid.

Alongside all EF colleagues, promote collaborative working, and meaningful reintegration into the community through working with CGL, probation, IOM and the prisons.

Community engagement

To ensure the profile of EF is raised at every opportunity and ensure your services are promoted through a variety of communications, marketing and other platforms including probation, prisons and CGL.

Build and maintain partnership relationships with CGL, probation, Prisons, Integrated Offender Management, and the Police.

Create and maintain opportunities for positive activity for service users during and after leaving treatment interventions, abstinence programmes and community/ criminal justice outreach services.

Health, safety, and risk management

Promote and ensure adherence to Equality of Opportunity policies and anti-discriminatory practice, demonstrating EF's commitment to valuing diversity.

Generic duties and responsibilities

Confidentiality

Service user, volunteer and staff information is confidential. It is a condition of employment that staff do not use or disclose any confidential information obtained in accordance with data protection legislation.

Code of Conduct

All staff are expected to adhere to all EF's policies and procedures that establish standards of good practice and follow any codes of conduct which are relevant to their own profession. Staff will promote and ensure adherence to Equality of Opportunity policies and anti-discriminatory practice, demonstrating EF's commitment to valuing diversity.

Privacy & dignity

Staff should respect service user/family/carer's diversity, cultural needs and privacy.

Safeguarding

All staff have a duty to safeguard and promote the welfare of service users, volunteers, their families and carers. Staff have a duty to ensure they are familiar with safeguarding policies, attend safeguarding training and know who to contact if they have concerns about an adult or child's welfare.

Health & safety

EF has a duty of care to employees and will ensure that, as far as is reasonably practicable, adequate training, facilities and arrangements for risk avoidance are in place. All employees are required to comply with relevant Health & Safety legislation and policies relating to Health & Safety and Risk Management

Professional development

Staff must be committed to their professional development and keep up-to-date with relevant developments and legislation in the sector.

Skills and experience

Essential	Desirable
<p>Experience of group work delivery - either paid or voluntary.</p> <p>Experience of supporting individuals to initiate and sustain behaviour change.</p> <p>Established in your own recovery, if relevant.</p> <p>Experience of working within the criminal justice sector.</p> <p>Experience of effective, purposeful, and active partnership working.</p>	<p>Coaching or counselling qualification.</p> <p>Experience of working/volunteering in a Substance Misuse field.</p> <p>Completed Emerging Futures accredited 5-day Recovery Coach training.</p>

