EMERGINGFUTURES

Job Description and Person Specification

Job title	Group Facilitator (Psychological Wellbeing)
Project base	York
Hours & salary	37.5 hours per week £25,687 - £27,406 per annum
Accountable to	Community Team Leader

About Emerging Futures CIC

Emerging Futures began in 2014, born from a belief that recovery is possible for everyone, and that those who have walked that path should lead the way forward.

From modest beginnings, Emerging Futures expanded across the UK, to a growing and diverse team of staff and volunteers, many with lived experience themselves. Offering support to people affected by homelessness and drug and alcohol use, Emerging Futures has helped thousands through housing, coaching and therapeutic programmes.

Using compassion and courage, Emerging Futures believes that recovery is not just a word, it's a promise that anything is possible. Together, we're working for a world where everyone has somewhere to live, something to do, and someone to love.

About the role

As a Psychological Wellbeing Worker, you will support people at all stages of their recovery journey to improve their psychological wellbeing and develop the skills and determination to achieve their goals.

You will be responsible for the delivery of a variety of behavioural change interventions, including structured workshops, motivational interviewing and contingency planning to ensure we meet client's wellbeing needs.

You may work with colleagues to deliver a variety of wellbeing interventions designed to promote positive behaviour change. Delivery will include group work, as well as structured and non-structured one-to-one work.

You will be responsible for creating and maintaining safe, supportive and inclusive group environments that support positive, sustainable behaviour change.

You will use your psychology and therapeutic counselling skills to encourage people to engage with the recovery process and make positive changes to their lives.

You will work closely with your team and partner organisations to develop recovery services that engage, support and guide people away from addiction towards improved wellbeing free of drug/alcohol misuse and crime.

You will help people access mutual aid support in the community and get involved in activities that will support their recovery.

You will be required to work flexibly from different sites and work some evenings.

Principal duties and responsibilities

Supporting those around you

You will provide coaching, wellbeing support and training to volunteers to ensure they have the right skills and support to deliver services safely and efficiently, allowing them to grow in their role.

Service delivery & performance

You will be responsible for the delivery of a variety of behavioural change interventions, including structured workshops, motivational interviewing and contingency planning to ensure we meet client's wellbeing needs.

You will be responsible for creating and maintaining safe, supportive and inclusive group environments that support positive, sustainable behaviour change.

You will facilitate sessions in a non-judgemental and person-centred manner, encouraging active participation and engagement.

You will act as a key link between the behaviour change programme and the wider Drug & Alcohol Service, working collaboratively with colleagues to support referral pathways and ensuring individuals access appropriate support.

You will help people overcome their ambivalence to change and encourage them to engage with group work programme and other wellbeing interventions.

You will provide information, training, emotional and practical support to help people move on from treatment services, reintegrating back into the community as fully and independently as possible.

You will work with partners, communities and peer led groups to develop opportunities for recovery, including mutual aid, volunteering, education and employment, and work to raise awareness and increase the visibility of recovery in the community.

You will ensure client records are efficiently, accurately, and professionally recorded and maintained in our data management systems, using appropriate language and terminology.

Community engagement

You will help to raise the profile of EF, promote your service and share examples of best practice with wider audiences.

You will work with local communities, families, employers, training organisations, recovery communities, advocacy, mutual aid and other organisations to develop local recovery networks.

You will take an active role in the wider community and create opportunities for partnership working to make recovery visible, viable and an attractive option for all.

Health, safety, and risk management

You will support the service manager to implement risk and quality assurance procedures.

You will ensure the safety of all staff and service users, and maintain awareness of risks and changes in the working environment. You will contribute to the maintenance and monitoring of health and safety and security policies, systems and protocols.

You will comply with and adhere to serious untoward incident, accident and safeguarding reporting in line with policy and procedures.

You will deal with issues and complaints raised by complying with EF's complaints processes.

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 and 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 and 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
Substantial experience of delivering group work. Experience of working to motivate and inspire people to make positive changes to their wellbeing and lives. Evidence of managing a client caseload. Effective communicator and understanding of different communication styles. Experience of building therapeutic working relationships. Be established in your own recovery, if relevant.	Be working towards a psychology qualification. Be able to demonstrate key counselling skills such as active listening. Evidence of working in the substance misuse sector. Completion of EF coaching training. Experience of working with trauma. PTTLS or equivalent qualification.