



Centred (Scotland) Limited
The Recovery Centre

Job Description and Person Specification

The Recovery Centre

Support Worker

(SSSC Registration Category – Support Worker in Care Home Services for Adults)

BACKGROUND:

Centred is a progressive third sector organisation, based in the Highlands which supports individuals through mental ill health towards recovery. Our services are based throughout Highland region, in Easter Ross, Lochaber, Caithness and Inverness, offering support to people within their own homes as well as the Recovery Centre which offers residential 24 hour support.

LOCATION: The Recovery Centre, Muirfield Lane, Inverness, IV2 4AX

REPORTS TO: Community Service Manager/Team Leader

SALARY: £23,400.00 - £25,545.00 (£12.00-£13.10 Hourly)

HOURS: 37.5 hours per week full time/ 25 hours per week part time, worked over 3 or 2 shifts accordingly, days and nights.

JOB ROLE:

To provide support and motivate service users to achieve their recovery goals and move on from the Recovery Centre in a planned way, to their own home in the community or to alternative accommodation relevant to their needs.

You will be expected to help develop and maintain a warm, supportive atmosphere in which service users are encouraged to manage their own lives, through the values of inclusion and recovery. Adopting a person centred approach, you will develop therapeutic relationships which uphold service users rights to privacy, choice, safety, dignity, equality and realising their own potential.

SUMMARY OF RESPONSIBILITIES:

- To work collegially as a member of the Recovery Centre staff team, encouraging service users to engage in their mental health recovery.

Date for review: May 2024
Last reviewed: December 2023
Reviewed April 2023

a: Muirfield Lane, Inverness, IV2 4AX
t: 01463 716 600
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- To embrace and promote the ethos of recovery and person centre working through developing supportive and respectful therapeutic relationships.
- Work alongside service users, helping them to develop and build upon their skills of daily living, including managing their accommodation, budgeting, shopping, cooking, accessing community based resources and establishing a positive daily routine.
- Through developing and adopting a holistic approach, encourage and support service users to positively manage physical and mental health, identifying and recording goals, challenges and successes in support plans and Recovery Star documents.
- Maintain clear and accurate records.
- Adhere to Centred Scotland's policies, procedures and protocols.
- Assist in maintaining a clean and safe environment within the Recovery Centre reflecting Health and Safety at Work standards and Infection Prevention and Control.
- Participate in mandatory training and ensure that SSSC registration requirements are met and that registration is maintained. This will include undertaking SVQ2 in Social Services and Health Care if this (or other qualification meeting registration requirement) has not been achieved prior to coming into post.
- Successful candidates will be required to complete a PVG check with Disclosure Scotland.
- This summary of responsibilities is not exhaustive. You may be required to undertake additional duties which may be reasonably expected of you and which form part of the function of the post.

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PERSON SPECIFICATION

| Attributes | | |
|-----------------------------|---|--|
| | Essential | Desirable |
| Qualifications | <ul style="list-style-type: none"> Willingness to undertake and achieve SVQ Social Services and Health Care SCQF Level 6 which is a requirement of SSSC registration. | <ul style="list-style-type: none"> SVQ Social Services and Health Care SCQF Level 6. |
| Work Experience | | <ul style="list-style-type: none"> Previous experience of working in health and social care. Knowledge of mental health issues and mental health recovery. Work experience which has enabled candidate to develop transferrable skills. |
| Skills and Knowledge | <ul style="list-style-type: none"> Commitment to engaging with mandatory training and other learning opportunities. Basic computer skills- Word documents, use of email | <ul style="list-style-type: none"> Knowledge of mental health issues and mental health recovery. Knowledge of Health and Safety at Work regulations. |

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| | <ul style="list-style-type: none"> communication. • Good time management | |
| Interpersonal Skills | <ul style="list-style-type: none"> • Good standard of verbal and written communication skills. • Ability to work effectively as part of a team • Ability to develop positive therapeutic relationships with service users whilst maintaining professional boundaries. | |
| Personal Qualities | <ul style="list-style-type: none"> • Professional integrity • Awareness of own values, strengths and weaknesses. • Willingness to seek support and guidance from more experienced colleagues. • Ability to manage stress and work under pressure. | |
| Circumstances | <ul style="list-style-type: none"> • Ability to undertake weekday, weekend, day and night shifts. • Ability and willingness to work flexibly as required to meet the needs of | |

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