



## Job Description and Person Specification Harm Reduction Worker

**POST:** Harm Reduction Worker  
**LOCATION:** Keighley/Bradford  
**GRADE:** 3; Salary: £25,200 per year  
**WEEKLY HOURS:** Full-time, 35 hours per week

### **Purpose of the Job:**

- To support the people who use our needle exchanges
- To directly intervene with people who use our services in a one-to-one setting to help them to address their drug use, or other specific issues
- To provide support in the community for individuals and families with the aim of helping them to make the positive lifestyle changes
- To support and signpost individuals and families to engage with other supportive services.

### **Main Duties**

- To review and assess the needs of the people who use our services within a variety of settings
- To support the people who use our services to improve general health, including dietary needs, personal hygiene
- To support the people who use our services to improve their social situation, including assistance with housing, benefits, accessing community services and budgeting
- To work with the people who use our services to remove any structural and social barriers to accessing treatment services
- To support individuals and families to access appropriate treatment and recovery services
- Keep accurate and confidential records
- Produce relevant documents and reports in support of the role
- Attend and contribute to meetings with other staff and partners.

Project 6 is committed to being a safe, healthy, and non-discriminatory employer. You will need to abide by our code of conduct, health and safety and HR Policies.

### **Post Specific Duties:**

**This post is focussed on: (select as appropriate)**

Supporting the work of our Needle Exchanges and focusing support on the people who use them.



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### PERSON SPECIFICATION

Listed below are the knowledge, experience skills and values you'll need to do this job, we will assess these through your application or through tests or interviews after shortlisting.

| <b>Knowledge</b>  | <b>Method</b>                     |
|---|-----------------------------------|
| N/SVQ level 3/degree in Health and Social Care or significant equivalent experience. Or qualification in substance use treatment/support or significant relevant experience.          | <b>Application</b>                |
| Practical Knowledge of the challenges facing people who have difficulties relating to drug or alcohol use   | <b>Application Assessment</b>     |
| <b>Experience</b>   |                                   |
| A minimum of one year's experience of working with people (individually or in groups) who experience difficulties with their use of substances, or to have personal lived experience. | <b>Application</b>                |
| A minimum of one year's experience of providing therapeutic services to people who have difficulties relating to drug or alcohol use.   | <b>Application and Assessment</b> |
| Effectively using technology to manage a caseload and support individuals   | <b>Application</b>                |
|   |                                   |
| <b>Skills</b>   |                                   |
| Ability to effectively manage conflict  | <b>Assessment</b>                 |
| Ability to prioritise and support a complex caseload  | <b>Assessment</b>                 |
|   |                                   |
| <b>Values</b>   |                                   |
| A firm belief that all people matter  | <b>Assessment</b>                 |
| An evidenced belief that everyone can change  | <b>Assessment</b>                 |
| A track record of delivering on your commitments  | <b>Assessment</b>                 |
| A personal commitment to equality, diversity and Inclusion  | <b>Assessment</b>                 |