Murray's Initiative
2nd Floor, 14 North Claremont Street
Glasgow G3 7LE
0141 353 1800

JOB DESCRIPTION

Job Title: **Young Person's Recovery Worker within Young People's Recovery and Wellbeing Service in East Renfrewshire**

Location: **Based within East Renfrewshire with travel throughout the area and occasionally Murray's Initiative's Head Office in North Claremont Street, Glasgow City**

Salary: **Starting Salary £24,479 per annum**

Hours: **3 roles = 28, 21 and 21 hours**

Part-time - including occasional evening & weekends work till 9pm

Fixed term until 31st March 2029

We understand that many will have other commitments outside of work and so flexible working, part-time hours or job-sharing arrangements will be considered for the right candidate.

About Us:

Murray's Initiative (formerly known as Glasgow Council on Alcohol) is an independent Scottish charity that works to reduce alcohol and drug-related harm at both individual and community levels. Established in 1965, Murray's Initiative adopts a long-term, trauma-informed and asset-based approach to changing the culture around substance use. Its services are built on a person-centred, harm-reduction model, supporting people whether their goal is to reduce consumption or achieve abstinence.

Murray's Initiative offers free, confidential counselling services for people concerned about their own or someone else's drinking. Murray's Initiative delivers a range of interventions including groupwork and employability support as well as a number of holistic and inclusive services, such as a women's service for survivors of gender-based violence, young person's peer education service, LGBTQ+ health and wellbeing support and tailored wellbeing programmes.

Murray's Initiative is also a recognised provider of professional development, offering a comprehensive training portfolio including education aimed at increasing awareness of alcohol use and promoting healthier lifestyles, COSCA Counselling Skills and a Diploma in Integrative Counselling and Psychotherapy.

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Murray's Initiative deliver services over 6 days per week and throughout Glasgow, East Dunbartonshire and East Renfrewshire, helping people make meaningful, positive change in their lives.

The foundation of Murray's Initiative is our supportive and inclusive culture for all who engage and work with us.

About the Role:

The Young Person's Recovery Worker will provide flexible, intensive, person-centred, trauma-informed and rights-based support to young people aged 12–18 who are experiencing alcohol or drug-related difficulties, at risk of escalating harm or affected by a family member's substance use.

The post will focus on early intervention, harm reduction, recovery and emotional wellbeing, including supporting young people who may not meet the eligibility criteria for statutory services.

The postholder will build trusting relationships and deliver tailored one-to-one support through assertive outreach, schools, community settings and digital engagement. They will work collaboratively with young people to develop personalised Recovery and Wellbeing Plans, helping them improve their mental and physical wellbeing, build confidence and resilience, reduce risk-taking behaviours and develop the skills and positive relationships needed to achieve sustainable recovery.

The Young Person's Recovery Worker will also contribute to group activities, family engagement, partnership working and coordinated access to specialist and community-based services.

The Young Person's Recovery Worker will report to the Service Manager – Education & Development.

This post requires membership of the Protection of Vulnerable Groups (PVG) Scheme for children and/or protected adults. Successful applicants will be required to join the PVG Scheme.

Key Responsibilities of the Young Person's Recovery Worker:

- Build positive, trusting relationships with young people through flexible, non-judgemental and trauma-informed support.

- Complete initial assessments, develop personalised Recovery and Wellbeing Plans and regularly review progress.
- Provide one-to-one support around alcohol and drug use, harm reduction, risk-taking behaviours and safer choices.
- Support young people to improve emotional wellbeing, mental health, confidence, resilience and self-esteem.
- Provide harm reduction advice, including overdose awareness, naloxone information and access to appropriate specialist treatment pathways, including Medication Assisted Treatment (MAT) where appropriate.
- Deliver flexible support through outreach, community-based appointments and appropriate digital engagement, responding to individual needs and circumstances.
- Support young people affected by parental or family substance use, helping them understand and manage the impact on their lives.
- Develop and facilitate structured group activities and peer support opportunities that promote emotional wellbeing, healthy lifestyles, positive relationships, confidence and independent living skills.
- Work alongside families, carers and wider support networks, where appropriate and with the young person's agreement, providing information, advice and practical support to strengthen relationships and promote recovery.
- Identify and respond to safeguarding concerns, risks and vulnerabilities, following organisational policies and procedures.
- Work collaboratively with schools, Social Work, CAMHS, Alcohol and Drug Recovery Services, Community Learning and Development and third-sector partners.
- Support access to education, training, employment, positive activities and specialist services where required.
- Provide practical support to help young people overcome barriers relating to housing, financial wellbeing, independent living and social inclusion, including signposting and supported referrals to appropriate services.
- Support young people to access appropriate statutory, specialist and community-based services through coordinated referrals, partnership working and effective transition planning, ensuring continuity of support.
- Maintain accurate records of assessments, support plans, interventions, referrals and outcomes, contributing to service monitoring, evaluation and agreed performance targets.

- Contribute to service development, team meetings, supervision and partnership working.
- Promote children's rights, participation and informed decision-making in line with GIRFEC, The Promise and Scotland's Charter of Rights for People Affected by Substance Use.
- Undertake any other duties as required by the Service Manager – Education & Development.

Qualifications and Experience:

- An SVQ Level 3 or equivalent qualification in Youth Work, Social Care, Health and Social Care, Counselling or a related discipline.
- Experience of providing direct support to young people, particularly those experiencing vulnerability, trauma or multiple risk factors.
- Training or knowledge in substance use, harm reduction, trauma-informed practice, mental health and safeguarding.
- Sound knowledge and understanding of child protection, safeguarding procedures and GIRFEC principles, with the ability to recognise and respond appropriately to risks and concerns.
- Ability to adapt communications and interventions to the developmental needs of adolescents.
- Strong background in support work or the voluntary sector.
- Demonstrable experience of providing person-centred support to individuals within addiction, recovery, community justice, mental health, or homelessness services.
- Demonstrable knowledge and understanding of the impact that alcohol and/or drugs has on individuals, families and their communities.
- Having a driving license & access to a car or ability to travel independently throughout East Renfrewshire

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Skills and Competencies:

- Be friendly, compassionate and naturally able to build relationships with individuals.
- Comfortable working one-to-one with young people who may be in recovery, or who have experience of the criminal justice system, mental health challenges or homelessness.

- Understand the barriers young people may face in accessing support, education, training, employment and community opportunities and demonstrate the ability to provide practical, empathetic support that builds confidence, motivation and independence.
- Organised and outcomes-focused, with a commitment to equality, inclusion and empowering young people to make positive choices.
- Confident using digital technology as part of your day-to-day work and experienced in providing flexible digital support to young people.
- Excellent interpersonal and written and verbal communication skills, with the ability to engage with participants and build good relationships.
- Planning, organisation and co-ordination skills. Team working and networking skills.
- Ability to work on own initiative and remotely from line management.
- Commitment to working in line with Murray's Initiatives values of collaboration, respect and empathy.

Why Join Us?

- Your work will contribute to make a real difference to people's lives.
- Competitive salary and benefits package:
    - Very generous annual leave entitlement: full-time employees start with an annual leave entitlement of 37 days (inclusive of 12 bank holidays) which increases with length of service.
    - Duvet days where employees may take time off at short notice.
    - Death in service policy.
    - Cycle to work scheme where employees can save money on a new bike and spread the cost.
    - And much more!
- Opportunities for continuous learning and career development.
- A supportive and inclusive work environment where your contributions are valued.

Application Process:

Murray's INITIATIVE	**Murray's Initiative** 2nd Floor, 14 North Claremont Street Glasgow G3 7LE **0141 353 1800**

Interested candidates are invited to apply by completing the online application form which can be found here :

https://murrays.livevacancies.co.uk/#/job/details/67

If you require our application form in another format, please contact HR@murrays.scot

The following is the timescale for the process :

Closing date for applications:	Monday 4th January 2027
Shortlisting:	Wednesday 6th January 2027
Date of interviews:	Wednesday 13th January & Friday 15th January 2027
Start date:	February 2027

Equal Opportunity Employer:

Murray's Initiative is an Equal Opportunities Organisation. We are committed to treating all workers and job applicants fairly and equally, regardless of their sex, pregnancy and maternity, sexual orientation, religion or belief, marital / civil partnership status, age, race, disability or gender identity and expression or any other personal characteristic.