

Group Facilitator

Team:	Luton Recovery
Location:	Luton
Salary:	£26,227.50 to £28,285 per annum (dependent on experience)
Working Hours:	37.5 per week
Contract Type:	Permanent

INTRODUCTION

Community Led initiatives are a lived experience organisation that believes in the capacity for **human change**. We support those who have been through the criminal justice system, have been affected by drug and alcohol addiction, homelessness or mental health issues. We help them to **overcome the barriers which may be preventing them from achieving their goals**.

We inspire people to believe that change is possible. We seek, recruit and develop employees who personify change as they will have encountered and overcome many of the barriers which the people we support will face.

We provide one-to-one peer support and group work activities to help the people we work with to achieve their personal goals. In addition to addressing their practical and emotional needs we help them to develop a new positive sense of self. By the end of our mentoring relationship, the people we work with feel empowered to move their lives forward independently and build upon the successes achieved with us.

Many of the people we work with go on to volunteer here at CLI to help build their CV, develop skills, gain meaningful work and bring utility to their past. And we are proud to say that a significant number of CLI mentoring programme graduates go on to become long term ambassadors for change.

We work in partnership with other organisations that are striving to deliver positive impacts, support change, and share our commitment and values.

And we actively welcome those with lived experience of offending, addiction, homelessness, or mental health issues as part of our team. Where others see risk, we see opportunity.

We believe everyone deserves to feel valued, to be happy, to belong.

JOB SUMMARY

As Group Facilitator you will be responsible for helping to support service users throughout their recovery journey for the Luton contract. You will be responsible for facilitating all groups, supporting service users and referring them to other services where necessary. You will act as an ambassador for CLI locally and work closely with the team to develop your relationships with external stakeholders such as partner agencies.

You will work with service users to help to initiate recovery from substance misuse, build positive changes in their lives and enable service users to build their independence. In addition you will be responsible for supporting service users to move into long term sustained recovery by helping them achieving their goals and/or facilitate recovery and peer support groups. You will be required to follow instructions to ensure your performance is in line with KPI's and contract requirements whilst ensuring you operate in line with CLI's strategic plan, mission and values. It is essential that you have excellent communication and interpersonal skills, with the ability to organise your own workload whilst working as part of a team.

KEY DUTIES & RESPONSIBILITIES

- To facilitate the development of activities which actively promote positive recovery across Luton .
- Facilitate and support with the coordinate the delivery of recovery focused groups, mutual aid and structured programmes and recovery events across Luton with the aim of promoting the achievements of service users, partnership working which will help the development pathways for service users whilst challenging the stigma and discrimination within the wider community.
- Conduct comprehensive service user assessments, including mapping community assets, and develop individual recovery plans that clearly demonstrate how achieving goals supports progress in addressing substance use and successful reintegration into the community.
- Contribute and support the development and sustainability of service-based recovery communities.
- To maintain and develop excellent working relationships with a range of professionals from partner agencies, ensuring clear referral pathways and effective communication is always in place.
- Ensure to maintain highly effective administrative and reporting processes, including the collation of performance data and preparation of reports.
- Carry out risk assessments and risk management.
- Triage assessment and onward referral to a wide range of treatment/community support agencies.
- To be creative and innovative so that the post best meets the needs of the service user, promoting access into treatment, and continued engagement with underrepresented communities.
- Work and liaise with other agencies involved with the service users broader care plan including health services, hospitals and GPs.
- To support management to the progress and development of CLI's strategic workplans and contribute to any relevant operational work plans.
- Seek to improve his/her own performance, contribution, knowledge and skills and participate in training and developmental activities as required.

PERSON SPECIFICATION

Qualifications & Experience	Essential	Desirable
Experience of working with at least one of the following areas; the criminal justice system, homelessness, mental health, substance misuse and the work of the Probation services.	☒	
Experience in inter-agency working and/or building positive relationships with partners and/or stakeholders.	☒	
Experience of producing and/or contributing to reports.		☒
Knowledge	Essential	Desirable
Excellent understanding of drug and alcohol issues and experience of working within a related field.	☒	
An understanding of best practice when working with individuals across different areas of challenge.	☒	
Knowledge of how to assertively motivate, empower, challenge and develop people.	☒	
Skills & Attributes	Essential	Desirable
Excellent interpersonal, communication and presentation skills with good attention to detail.	☒	
Excellent IT skills including Microsoft Office software and previous experience of working with other systems and databases.	☒	
The ability to be creative and forward thinking, with a “can do” and solution focused attitude when faced with challenges that may require flexibility, adaptability and resilience.	☒	
High level of relationship building and emotional intelligence skills: Empathy; caring; acceptance; mutual affirmation; and supportive whilst ensuring professional boundaries are maintained.	☒	
The ability to use critical thinking skills, flexibility and having a responsive approach to understand the context and people.	☒	
Willingness to learn, reflect and develop own knowledge and practice.	☒	
Other	Essential	Desirable
Current driving license, use of car and appropriate business use insurance.	☒	
Ability to work across Luton to meet service delivery demands when required.	☒	
Be able to display a thorough understanding and commitment to the protection and safeguarding of vulnerable people.	☒	



EMPLOYEE BENEFITS

Holidays: 28 days plus bank holidays with Christmas closure between Christmas and New Year for all employees. Annual leave increases in line with length of service.

Birthday: Enjoy an extra day off on your birthday.

Training & Development: 2 hrs per month to focus on learning and career development.

Reflective Practice and Monthly Coaching: An opportunity to evaluate actions and experiences to gain insights and improve future performance.

Wellbeing: Your health and wellbeing matters to us. We run regular monthly wellbeing activities, giving you dedicated time with your colleagues to focus on your wellbeing. We also hold regular social events to help you connect with your colleagues in a relaxed and fun setting.

Employee Assistance Programme (EAP): This provides all employees a safe space to discuss any of their personal or professional challenges. It is a confidential service available 24/7 for all employees and their immediate families that includes, short-term counselling, legal advice, and financial guidance.

Pension: Peoples Pension scheme, contributions are 3% employer and 5% employee.

Life insurance: Five times salary.

Volunteering Days: An opportunity to give back to the community.

CLI Staffing Group: An active forum to share your opinions to influence and change the way CLI operates.

Employee Social Fund: An initiative designed to bring the organisation together on a social level, fostering relationships and incorporating our values.

Refer a Friend Scheme: An opportunity to qualify for a £250 reward voucher if you refer someone you know into any paid, externally advertised position (permanent or fixed-term) within CLI.

WE ARE GOLD ACCREDITED BY INVESTORS IN PEOPLE, ACCREDITED BY THE LIVING WAGE FOUNDATION AND SUPPORTERS OF THE GREATER MANCHESTER GOOD EMPLOYMENT CHARTER



CLI VALUES

 **community** Inspire
led initiatives Transform
Flourish



People First

People are our top priority. We care so everyone can be their best.

- We care about our work, our colleagues and our service users. We strive to be helpful, kind, understanding and inclusive in everything we do.
- We set clear boundaries.
- We show appreciation to our colleagues and team.
- We take accountability and ownership.
- We are collaborative and embrace diversity.

Community

Our actions and support help build stronger communities where people can find their place and thrive.

- We make a positive impact and contribute to building stronger communities for now and the future.
- We work to increase access and opportunity for all whilst adjusting to meet changing community needs.
- We provide a fun and supportive environment that empowers service users to grow, learn and flourish.
- We collaborate with stakeholders and partner agencies, always putting service users at the forefront of our decisions.
- We build partnerships through open, clear and honest communication.
- We honour our commitments and focus on "how can it be done?"

Transformation

We do challenging work, creating positive change that helps people move on with their lives.

- We believe that small ongoing improvements can result in major positive changes.
- We embrace change.
- We dare to be different and challenge the status quo.
- We use our imagination to propose new ideas and solutions.
- We view problems and ideas in a fresh way.
- We take smart risks.

Excellence

We strive to always be our best, to exceed expectations, to learn from our mistakes.

- We are committed to delivering the highest quality service.
- We are committed, courageous and resilient.
- We persevere and overcome difficulties.
- We continue to learn and grow.
- We work with drive and determination and are motivated to step up in any way possible.

Trust

We trust ourselves, our colleagues and those we work with to do the right thing, to show respect, integrity, acceptance and fairness in all we do.

- We are professional, ethical and trustworthy.
- We are committed to being honest, professional, and accountable in our relationships and in everything we do.
- We are transparent and open.
- We tell the truth openly and without hesitation.
- We believe in doing the right thing and question when others speak or act in a way contrary to our values.