

Criminal Justice Youth Worker – Horizons Bristol

Full-time:	37.5 hours per week (flexible working, including evenings/weekends)
Salary:	£27,166 per annum
Closing Date:	08th August 2025
Interview Date:	TBC
Job Reference:	CJYW-HB
Accountable to	Operations Manager via the Young People and Families Team Manager. Supervised by the Youth Team Leader.
Contract Type:	Permanent

About BDP:

Bristol Drugs Project (BDP) has been supporting the people of Bristol around their drug and alcohol for the past 39 years. We are committed to providing accessible and appropriate support for anyone who needs it and to reduce the harms caused by drugs and/or alcohol. Workers at BDP come from diverse backgrounds and experiences, but all share a drive to make a difference in the lives of the people we work with.

Our Horizons Service:

Horizons is a brand new partnership that is delivering services to support people affected by drug and alcohol use in Bristol. We have partnered with Turning Point (who are lead provider) and seven other local and national providers: The Nelson Trust, Hawkspring, One 25, Southmead Development Trust, Southmead Project, Wellspring Settlement, and Release. As a partnership we draw on the expertise of all of the organisations involved to create a service that best meets the unique needs of the people we support.

Purpose of the Role

Thanks to funding from Drug and Alcohol Treatment and Recovery Improvement Grant (DATRIG), Bristol Horizons is recruiting a Criminal Justice Youth Worker to support young people involved with the Youth Offending Team (YOT). This role focuses on young people who are using substances or at risk of doing so and will offer early intervention, brief therapeutic support (up to 6 sessions) and onward referrals to specialist services where needed. The role will also support YOT staff to work with and signpost young people into treatment and community options.

By providing evidence-based, low-threshold support this role aims to reduce harm, encourage positive engagement within drug and alcohol services and promote healthier safer choices.

Key Responsibilities

Direct Work with Young People

- Deliver brief, focused 1:1 support (up to 3 months) for young people aged 11–19 using or at risk of substance use
- Carry a small caseload and create personalised youth-informed action plans
- Provide Information, Advice and Guidance (IAG) as well as interventions such as Motivational Interviewing (MI) and Brief Solution-Focused Therapy (BSFT)
- Reduce risk-taking behaviours and substance-related harm
- Offer support and signposting to parents and carers when appropriate.

Multi-Agency Working

- Provide consultation and support to YOT staff offering guidance on effective engagement with young people and how to appropriately refer them to relevant drug and alcohol treatment services
- Work collaboratively with YOT, Bristol Horizons Youth Team and other partners to deliver joined-up support
- Attend meetings and events to promote the service and build strong referral pathways
- Provide consultation, training and support to YOT staff around substance misuse and related risk factors

Safeguarding and Equity

- Safeguard young people in line with organisational and legal frameworks
- Use whole family working approaches where appropriate
- Ensure services are accessible to diverse populations, including harder-to-reach groups.

Outreach and Engagement

- Use flexible methods including outreach, detached work and community engagement to connect with young people in various settings
- Deliver group and individual interventions in both formal and informal environments where appropriate

Operational Responsibilities

- Use YOT and Horizons system's to log work, maintain records and contribute to project evaluation

Working Environment

- Based primarily within the Youth Offending Team (YOT) with regular travel to other community settings
- Flexible working hours, including some evenings and weekends to meet the needs of young people

Key Relationships

You will work closely with:

- Internal teams at Horizons including youth services
- External partners such as Safer Options, schools, alternative education providers, Young People's Specialist Substance Misuse Treatment Service and Drugs and Young Peoples Project

Impact and Decision-Making

- You will make day-to-day decisions on young person's engagement and delivery

Other Requirements

- Appointment subject to Enhanced DBS Check
- Active participation in supervision, training and reflective practice

Qualifications and Experience

Please see the Person Specification for full details. Key requirements include:

- Knowledge and experience of working with young people using substances
- Understanding of the youth justice system and related services.
- Skills in delivering short-term therapeutic interventions.

Person Specification: Criminal Justice Youth Worker

The person appointed to this post will be able to demonstrate that they have acquired (or, where appropriate, has the potential to develop) the following. Where experience is required this is clearly indicated.

Essential Criteria for this post include:

Personal Qualities

- Empathy
- Non-judgmental approach
- Welcoming
- Empowering

Competencies and Skills

- Ability to motivate young people and encourage them to make positive choices and develop clear strategies to reduce risk
- Experience of networking/liaison with other agencies
- Good communication and counselling skills
- Positive relationship building with young people and professionals
- Ability to demonstrate experience of working on own initiative, including time management, taking decisions where required
- Group-work skills
- Presentation and training skills
- Proven activity recording (hard copy and electronic) and report writing skills
- Planning and organisational skills
- Ability to work collaboratively within a team

Experience& Knowledge

- Significant and direct experience of working with young people under 18, in either/both 1:1 capacity or on a group delivery basis
- Relevant experience of working with drug and alcohol users, or past personal experience of problematic substance use
- Knowledge of the Children Act/Safeguarding Procedures and issues relating to young people's drug and alcohol use and other risk behaviours
- Knowledge and understanding of the impact that drug and alcohol use has within different Bristol communities
- Knowledge of Serious Youth Violence measures in Bristol

General

- A valid driving license and access to transport.
- Ability to work within a harm minimisation framework.
- Commitment to BDP's Equalities Policy and Code of Practice.

Desirable criteria for this post include:

- A relevant qualification, e.g. Substance Misuse, Youth & Community Work, Social Work Nursing, Relevant NVQ (Level 3 or higher).
- Understanding of trauma informed approaches and ACE
- Past personal treatment experience of problematic alcohol/ drug use with 2 years substance free in the community.
- Fluent in a South Asian, East European or other language widely spoken by Bristol's population.