

Alcohol Worker- Horizons Bristol

Hours	Full Time (37.5 Hours)
Salary:	£26,691.04 per annum pro rata
Closing Date:	5th January 2026
Interview Date:	13th & 15th January 2026
Job Reference:	AW-HB
Accountable to	Operations Manager through the locality Team Manager. Supervised by an Alcohol Team Leader
Contract Type:	Permanent
Job Location	Central Bristol

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

Alcohol workers are based within the Treatment Team within Horizon's and have responsibility for delivering evidence-based, structured support to people with primary problematical alcohol use and/or dependent.

Purpose of the Role Cont.

They deliver a service for people who would like to make changes to their alcohol use. The role is to encourage ambition, motivate and support people to regain their independence from their alcohol use with psychosocial interventions or alcohol detox medications coupled with packages of psychosocial care.

The role includes maintaining regular contact with your clients, running groups, offering advice, information and psycho-social interventions as well as providing assessments, risk management planning and working closely with our clinical staff around prescribing needs and partner agencies.

1. Principal Accountabilities

- 1.1 To encourage ambition, motivate and support individuals to become free from their problematic drug and/or alcohol use and to achieve their goals.
- 1.2 Following referrals from a variety of sources; including GPs, other professionals and self-referrals, to complete comprehensive assessments, including Audit score and initiate support plan.
- 1.3 To give evidence-based harm reduction information at assessment as needed, including issuing naloxone if opiate use is also indicated.
- 1.4 To provide accurate and evidence-based information about alcohol use and its consequences. Including controlled drinking and harm reduction.
- 1.5 To provide a range of evidence-based, structured support packages to people with primary problematic alcohol use and/or dependency.
- 1.6 To prepare dependent alcohol users for and support them through and beyond medically assisted detoxification in collaboration prescribing professionals.
- 1.7 To provide solution-focussed and crisis interventions if required.
- 1.8 To use risk tools and make appropriate adult and child safeguarding referrals as needed.
- 1.9 To offer and encourage BBV testing and promote access to treatment regarding BBV infection where appropriate.
- 1.10 To communicate effectively with a range of service users and colleagues.
- 1.11 To promote active engagement of service users with other recovery support interventions, including mutual aid meetings, and other services when appropriate, and to liaise with other such agencies.

1. Principal Accountabilities Conti.

1.12 To provide temporary cover of Horizons keywork sessions including alcohol detoxes in cases of unplanned staff absence and annual leave.

1.13 To assist Team Leaders in delivery in specialist areas of provision by taking responsibility with regard to particular areas of provision including: mental health; domestic violence, housing, criminal justice and diversity & inclusion.

2. General Duties

2.1. To be proactive in reviewing and evaluating own performance and identifying and acting on areas for improvement and development.

2.2. To maintain timely and appropriate records (both electronic and manual), within required timescales.

2.3. To attend such internal and external meetings as directed, this includes supervision, team and agency meetings.

2.4. To take all reasonable steps to comply with the Health & Safety at Work Policy.

2.5. To work within the framework and spirit of the agency's Equalities, Diversity & Inclusion Policy and to engage in actively promoting the Policy within the Project, and in all dealings with other agencies.

2.6. After reasonable consultation, to undertake any other task which is necessary, if called to do so by the Director of Operations.

3. Dimensions

3.1 Finance

3.1.1 No budget responsibilities.

3.2 Staffing

3.2.1. Working within a team of Alcohol Workers and alongside the wider Treatment Team, but largely working alone

3.3 Environment

3.3.1. Interventions will be delivered in a variety of settings including community buildings, Horizon's hubs, homes and online.

3.3.2. Hours of work: 37.5 hrs per week. As per contract of employment. Horizons core working hours for all posts are Monday – Saturday, 9am - 8pm. For this role hours will be mainly those coinciding with GP Surgery hours including early morning or early evening as needed to meet needs of service users.

3.3.3 Travelling to and from GP Practices and other community venues in Bristol is an integral part of the role.

4. Technology

- A standard level of involvement with office equipment, including competent use of an electronic case management system, is required.

5. Supervisory Responsibilities

- No staff supervisory responsibilities

6. Qualifications and Experience

- These are set out in the Person Specification.

7. Job Context

7.1 Key Contacts

7.1.1 Across Horizons- all staff, volunteers and trainees.

7.1.2 External to Horizons: Other drug and alcohol service providers within and outside of Horizons Bristol, GPwSI, General Practitioners, GP practice managers, pharmacists, health centre reception staff, social workers, probation officers, outreach services, commissioned and non-commissioned housing providers and a wide range of generic and community services

8. Scope for Impact

8.1 Decisions that can only be made with reference to line management.

8.1.1 Policy changes; anything which would significantly impact on the rest of the organisation; anything with financial implications; significant service development; representing the agency to the media or other organisations.

8.2 Decisions that can be made without reference to line management.

8.2.1 Detailed operational issues and organisation/prioritising of work.

9. Special Notes or Conditions

9.1 An enhanced Disclosure and Barring Service check is a prerequisite of offer of employment.

9.2 Post-holders are strongly advised to have a Hepatitis B vaccination.

9.3 This is a post in a developing service, which involves a wide range of agencies. The priorities for this role will be under review and may change as the service develops so will require flexibility from the post holder.

10. Special Notes or Conditions

10.1 The role is primarily hub based but does require some travel to and from GP Practices and other community venues in Bristol. Whilst access to a car is preferred, Horizons will accept other means of transport (e.g. bike, public transport)

10.2 A commitment to BDP's Equalities Policy and Practice

PERSON SPECIFICATION: ALCOHOL WORKER- HORIZONS BRISTOL

The person appointed to this post will be able to demonstrate that they have acquired, (or where appropriate have the potential to develop) the following:

Essential Criteria for this post include:

Personal Qualities

- Non-judgemental approach
- Welcoming Empathy
- Commitment to empowering service users.
- A commitment to reducing harm caused by substance use to individuals, families and communities.
- A profound belief in an individual's capacity for change and an ability to motivate others to change.
- Capacity to handle responsibility and remain enthusiastic and motivated working with people with complex needs.

Competencies and Skills

- Strong engagement skills, demonstrating flexibility, persistence and imagination in engaging service users.
- Good communication and key working skills.
- Ability to liaise effectively with other organisations including GPs and other health professionals.
- Good reasoning and numeric skills.
- A good standard of IT skills.
- Problem solving skills.
- Planning and organisational skills.

Essential Criteria Continued

Experience& Knowledge

- Experience in working with clients in a professional supportive role e.g.care work, education, mental health, housing, nursing, drug and alcohol work.
- Proven ability to build relationships, and to work collaboratively and successfully in a team environment across sectors and agencies.
- Proven ability to promote and apply good practice in equality and diversity.
- Proven ability to operate risk management and safe working practices in working with vulnerable clients.
- An understanding of the stigma surrounding drug and alcohol use and a commitment to challenging this stigma.

Desirable criteria for this post include:

- Past personal treatment experience of problematic alcohol/drug use with 2 years substance free in the community.
- Brief Intervention skills and experience e.g. Motivational Interviewing, brief solution focused therapy, contingency management and use of ITEP style interventions.
- A UK driving licence and access to independent transport to fulfil the role requirements.
- Relevant qualification (DANOS recognised), e.g. Substance Misuse Qualification, Social Work, Nursing, Relevant NVQ (Level 3 or higher).
- Fluent in a South Asian, East European or other language widely spoken by Bristol's population.