



Independence from
drugs and alcohol

Harm Reduction and Innovation Lead

Hours	Full Time 37.5 hours per week
Salary:	£44,508 to £51,075 depending on experience
Closing Date:	26th May 2026
Interview Date:	TBC
Job Reference:	HRIL-BDP
Accountable To:	Chief Executive Officer
Contract:	Two Years Fixed Term Initially
Location:	Based at BDP's central Bristol base but frequent travel across Bristol, B&NES and other areas will be expected. Hybrid and flexible working welcomed

Note: This role will require travel for conferences, implementations, festivals and other opportunities.

About BDP

BDP has been supporting the people of Bristol around their drug and/or alcohol use for the past 40 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 workers' values come above their job history or qualifications. If you share our attitudes, we can teach you the skills needed for the job.

About the Role

This is an exciting time to join Bristol Drugs Project.

In 2026, BDP is launching an ambitious new five-year strategy, setting out how we will deepen our impact, respond to emerging harms and strengthen our role as a valued treatment provider. This year also marks 40 years of harm reduction at BDP – four decades of standing alongside people who use drugs and alcohol, challenging stigma and championing evidence-based, compassionate approaches.

To support this next phase, we are looking for a Harm Reduction and Innovation Lead to join our committed and values-led senior leadership team.

This is a strategic role for someone who is passionate about harm reduction across alcohol and drugs, excited by innovation, and motivated to turn evidence, insight and lived experience into real-world change. You will help shape how harm reduction is understood, embedded and advanced across BDP's services, while supporting the organisation to respond dynamically to new risks, trends and opportunities.

However, strategic doesn't mean theoretical- we are looking for someone who deeply cares about people, who is happy getting stuck in and who is as comfortable in the needle exchange as they are in the meeting room.

Responsibilities:

- Provide organisational leadership on harm reduction practice across alcohol and drugs
- Lead innovation, service development and pilots that respond to emerging harms
- Work closely with people with lived experience, partners and commissioners
- Strengthen quality, impact and learning across services
- Represent BDP locally, regionally and nationally as a trusted voice on harm reduction

What we are looking for:

We are looking for someone who:

- Has deep expertise in harm reduction and substance use
- Brings strategic thinking alongside practical delivery
- Is values-driven, collaborative and comfortable influencing at senior levels
- Shares our commitment to social justice, inclusion and compassion
- Has a full UK driving licence and access to independent transport to fulfil the role requirements.

In return, you'll be joining an organisation with a strong reputation, a clear sense of purpose and a genuine commitment to doing things differently – and doing them well.

If you want to help shape the next chapter of harm reduction at BDP, we'd love to hear from you.

What we offer:

- 27 days annual leave plus bank holidays
- Employee Assistance Program
- Thorough line management and reflective practice programme
- Extensive and ongoing training
- Cycle to work scheme



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How to apply:

Download the job advert and description here –

Please refer to the person specification available within the job description when completing your application.

Visit our Application Hub to find our application form and other useful information to support your application - <https://www.bdp.org.uk/get-involved/careers/application-hub/>

Questions:

If you would like an informal chat about this role, please contact Lydia Plant on 07966 080 402 or lydia.plant@bdp.org.uk

If you have questions regarding the application process or need some support in completing your application, please email recruitment@bdp.org.uk or call 0117 987 6001 and ask for recruitment.