

Transition Worker (17½–25 Years) - Horizons Bristol

Hours	Full Time (37.5 Hours)
Salary:	£30,011.95 per annum pro rata
Closing Date:	21/07/2026
Interview Date:	29th & 30th July 2026
Job Reference:	TW-HB
Accountable to	The Chief Executive Officer through the Young People and Families Team Manager. Supervised by Young People's 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 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 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

The Transition Worker will provide specialist support to young people/young adults aged 17 years and 6 months to 25 years who are experiencing challenges relating to substance use and work with other professionals who are supporting the young people.

The role recognises that many young people within this age range do not fit easily into adult services due to their developmental stage, life experiences, vulnerabilities, and support needs. The Transition Worker will provide a bridge between young people's services and adult provision, ensuring young people receive age-appropriate support during this critical period of transition into adulthood.

The post holder will provide structured, person-centred and trauma-informed interventions for up to six months, supporting young people to reduce harm, improve wellbeing, increase independence, access appropriate services, and achieve positive outcomes.

The service recognises that many young people/young adults may feel unable to engage with adult-focused groups and services due to their age, confidence, vulnerability, and life experiences. Therefore, the Transition Worker will provide safe, age-appropriate opportunities for young people to access peer support, develop life skills, and build resilience alongside others at a similar stage of life.

Principal Accountabilities

- To assess the needs of young people/young adults aged 17½–25 and develop person-centred support plans that address substance use and wider social needs and liaise with other professionals to support the young person/young adult.
- To hold and manage a caseload of young people, providing structured support and interventions for up to six months.
- To provide information, advice, guidance and practical support that promotes positive decision-making, independence, recovery and resilience.
- To lease with professionals who are supporting young people/young adults and carry out multi agency working.
- To provide harm reduction and recovery-focused interventions relating to substance use and associated risk-taking behaviours.
- To recognise and respond appropriately to the vulnerabilities experienced by young people/young adults and adapt interventions to meet individual needs.

Principal Accountabilities Cont.

- To advocate on behalf of young people/young adults and support them to engage effectively with services and professionals.
- To establish and maintain effective working relationships with housing providers, substance misuse services, mental health services, social care, probation, education providers, employment services and other relevant agencies.
- To attend and actively contribute to professional meetings, multi-agency meetings and safeguarding meetings.
- To represent the views, wishes and aspirations of young people/young adults during multi-agency discussions.
- To facilitate smooth transitions into adult services where appropriate, ensuring referrals are completed and young people are supported to engage with ongoing services.
- To identify barriers to engagement with adult services and work creatively to support young people to overcome these barriers.
- To design, coordinate and deliver age-appropriate group programmes for young people/young adults aged 17½–25.
- To deliver group work focusing on substance use, harm reduction, recovery, emotional wellbeing, healthy relationships, independent living skills, housing, employability, confidence building and transition into adulthood.
- To create safe, welcoming and inclusive group environments that encourage participation, peer support and social connection.
- To recognise that many young people/young adults may not feel comfortable attending adult treatment or recovery groups due to age-related vulnerabilities and differing support needs and therefore provide dedicated opportunities specifically for young adults.
- To work collaboratively with partner agencies to develop and deliver specialist workshops and group programmes that meet the needs of the transition age group.
- To identify and respond appropriately to safeguarding concerns and work in accordance with safeguarding policies and procedures.

Principal Accountabilities Cont.

- To maintain accurate and timely assessments, support plans, risk assessments, case notes and outcome records.
- To complete reports and provide information required for monitoring, evaluation, safeguarding and partnership working.
- To actively participate in supervision, reflective practice, training and team meetings.
- To promote the service and contribute to partnership development across the local area.

Dimensions

Finance

- Limited financial responsibility.

Staffing

- Works as part of the Young People and Families Team and alongside partner agencies supporting young people and young adults.

Environment

- The role will be delivered across community settings, partner agencies, outreach venues, housing settings and office locations city wide.
- Flexible working may be required, including occasional evening work, to meet the needs of young people and service delivery requirements.

Technology

- Routine use of case management systems, databases, Microsoft Office applications and digital communication platforms.

Supervisory Responsibilities

- No direct line management responsibilities. May support volunteers, students, peer mentors or placement staff where appropriate.

Qualifications and Experience

- Detailed within the Person Specification.

Job Context

Key Contacts

- **Internal**

Young People and Families Team Manager, Team Leader, Youth Workers, Recovery Workers, Administrative Staff, Volunteers and wider Horizons staff.

- **External**

Housing providers, homelessness services, adult substance misuse services, mental health services, probation services, social care teams, education providers, training providers, employment services, health services, youth justice services and community organisations.

Scope for Impact

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

- Significant safeguarding escalations
- Financial commitments
- Policy changes
- Service development initiatives
- Media representation
- Significant reputational risks

Decisions that can be made without reference to line management.

- Caseload management
- Delivery of interventions and group programmes
- Referrals and signposting
- Routine partnership working
- Record keeping and reporting within policy guidelines

Special Notes or Conditions

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

PERSON SPECIFICATION: TRANSITION WORKER (17½–25 YEARS)- 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:

Competencies and Skills

- Ability to engage and motivate young people experiencing multiple disadvantages.
- Ability to manage and prioritise a varied caseload.
- Excellent communication and interpersonal skills.
- Ability to deliver effective one-to-one interventions.
- Experience and confidence in facilitating groups and workshops.
- Ability to advocate effectively on behalf of young people.
- Strong partnership and multi-agency working skills.
- Ability to assess risk and implement appropriate risk management plans.
- Accurate record keeping and report writing skills.
- Good organisational and time management skills.
- Ability to work independently and as part of a team.

Personal Qualities

- Empathetic, compassionate and approachable.
- Non-judgemental and inclusive in practice.
- Committed to empowering young people and promoting independence.
- Able to build trust and positive relationships with vulnerable young adults.
- Flexible, resilient and adaptable.
- Strong commitment to equality, diversity and inclusion.

Essential Criteria Continued

Experience

- Minimum of two years' experience working directly with young people or young adults.
- Experience supporting individuals affected by substance use.
- Experience supporting vulnerable young people with complex needs.
- Experience of housing support, homelessness prevention or tenancy sustainment work.
- Experience of delivering group work and workshops.
- Experience of multi-agency working and attending professional meetings.
- Experience of assessment, support planning and reviewing outcomes.

Knowledge

- Understanding of substance use, harm reduction and recovery approaches.
- Knowledge of safeguarding legislation and procedures.
- Understanding of trauma-informed practice and Adverse Childhood Experiences (ACEs).
- Understanding of the challenges faced by young adults transitioning into adulthood.
- Knowledge of housing and homelessness issues affecting young people.
- Understanding of mental health, vulnerability and social exclusion.
- Knowledge of local support pathways and referral processes.
- Understanding of barriers young people may experience when accessing adult services.

General Requirements

- Commitment to person-centred and strengths-based practice.
- Commitment to safeguarding and professional boundaries.
- Ability to travel across the local area as required.
- Commitment to Horizons policies, procedures and values.

Desirable criteria for this post include:

- Relevant qualification in Youth Work, Social Work, Substance Misuse, Housing, Health and Social Care, Counselling or a related field.
- Experience working within substance misuse services.
- Experience working within housing or homelessness services.
- Experience delivering recovery-focused group programmes.
- Experience supporting care leavers or young people transitioning into adult services.
- Knowledge of local housing legislation and homelessness pathways.
- Experience of co-producing services with young people.
- Relevant professional registration where applicable.