

Day Programme and Diversionary Worker - Horizons Bristol

Hours	Full Time (37.5 Hours)
Salary:	£30,011.95 per annum pro rata
Closing Date:	21/08/2026
Interview Date:	TBC
Job Reference:	DPDW-HB
Accountable to	Accountable to the Chief Executive, managed by the Groupwork Lead.
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

- To encourage ambition, motivate and support individuals to make changes to their drug and alcohol use and to achieve their goals
- To develop, plan and provide intensive structured group programmes for people who have experienced substance misuse.
- To work closely with the Horizons Bristol teams, partners and external partners to ensure services are seamless and accessible to all service users.

Principal Accountabilities

- To provide structured and diversionary interventions to people who may have: mental health difficulties, long-term physical conditions, criminal justice experience, offending behaviour, homelessness
- To provide psychosocial interventions around wellbeing, relational working, mental health, safeguarding, family work, volunteering employment, finances, healthcare options and life skills.
- Conduct dynamic risk assessment, formulate risk management plans, safeguarding plans, and recovery plans that recognise the personal recovery goals of the service user via intervention and escalation.
- Effective partnership working providing information for keyworkers, members of any multidisciplinary team or external agencies / multi-agency meetings when appropriate.
- Deliver interventions that are underpinned by a strong evidence base;
- Participate in clinical supervision and ongoing client review, and be confident and competent at presenting cases orally and through written reports;
- Support the learning and development of Recovery Workers and Trainee Recovery Workers, providing specialist input into multi-disciplinary keyworking;
- Provide mentoring and coaching to staff to support their development, learning and standards of care;

Principal Accountabilities Cont.

- Be known as knowledgeable in a designated specialism within the service (e.g. substance use and mental health, homelessness/complex needs, domestic abuse, mental capacity);
- Ensure achievement of key performance indicators relevant to your role;
- Deliver internal learning events and represent Turning Point nationally if required in your specialist area.

ROLE EXPECTATIONS

A. People

- Working as part of a team with colleagues, including providing cover for planned and unplanned absences;
- Actively participate in multidisciplinary team meetings and other service meetings;
- Thorough and timely communication with partner agencies, e.g. GPs, Safeguarding, Criminal Justice Partners;
- Mentoring/coaching of up to 2–3 Recovery Workers to support skills development and practice improvement (not formal line management) if required;
- Actively participate in multidisciplinary team meetings and other service meetings if required, offering support and guidance to colleagues, and chairing such meetings in the absence of the Team Leader;
- Deputising for the Team Leader during planned and unplanned absences;
- Acting as a subject matter expert for colleagues and offering support and advice through training, development sessions, coaching and mentoring;
- Undertaking observations of group and one-to-one sessions of colleagues and providing feedback to support practice improvement;
- Engaging in relevant national forums in your area of specialism to share practice across the organisation;
- Allowing Recovery Workers to shadow and observe your own practice to support their learning and development.

ROLE EXPECTATIONS

B. Process

- Providing high-quality case management to a caseload of complex service users, including assessment, recovery planning, risk assessment, and undertaking reviews if required;
- Delivering psychosocial treatment interventions in group and on a one-to-one basis;
- Supporting service users to access clinical interventions where required and providing recovery support;
- Delivering harm reduction advice, including distributing clean injecting equipment through needle and syringe programmes;
- Completing urine testing and dry blood spot testing following appropriate infection control procedures;
- Ensuring access to Recovery Support interventions, including onward referrals;
- Maintaining high-quality record keeping for service users in treatment;
- Writing reports as required (e.g. safeguarding reports) and supporting Recovery Workers to write reports;
- Undertaking case file audits collaboratively with Team Leaders for Recovery Workers who are providing mentoring/support, and providing feedback to Recovery Workers to support practice improvement;
- Completing all tasks and documentation to ensure achievement of key performance indicators relevant to your role;
- Developing training resources in your area of expertise for use by other members of your team.

DIMENSIONS

Finance

- No financial responsibilities.

Staffing

- Working with staff delivering the Group Work Programmes and wider Completion Services and with volunteers and peers, as appropriate.

DIMENSIONS

Environment

- Delivering services at premises across Horizons' Bristol hubs and partner agencies as required.
- Hours of work: 37.5 hours per week. Out-of-hours commitment if required, including evenings. Core hours are usually between 9am and 5pm, Monday to Friday.

Technology

- A standard level of involvement with office equipment, including use of Theseus electronic case management system.

Qualifications and Experience

- These are set out in the Person Specification.

Special Notes or Conditions

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

How I Operate:

Values Led Leadership

- Maintain a compassionate, can-do approach that supports making a difference in people's lives;
- Maintain a high-level belief in our service users' capacity to change and model a non-judgemental approach;
- Promote a culture of continual improvement through taking part in reflective practice, learning and effective teamwork;
- Instil confidence in all partners/stakeholders by presenting a professional image;
- Demonstrate professional curiosity in work with service users.

PERSON SPECIFICATION:

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
• Demonstrable experience in working within a substance misuse treatment and recovery setting, including different models and approaches; • In-depth knowledge of the wider issues surrounding people who use substances • Specialist training and supervision in one or more complexities alongside substance misuse. This may include mental health, long-term conditions, criminal justice, offending behaviour, homelessness, motivational interviewing, safeguarding, family work; • Extensive experience of risk and dynamic risk management, as it applies to substance misuse and multiple disadvantage; • Flexible approach and ability to work under pressure; • Significant experience of working in health and social care.
Desirable criteria
• Relevant qualification (e.g. Health and Social Care, Nursing, Social Work, psychology degree) • Experience across different professional settings that work with people who use substances • Lived experience