Drug & Alcohol Engagement Worker - Horizons Bristol

Hours	**Part Time: 30 Hours per week (alternative hours could be considered)**
Salary:	**£27,558.50 per annum pro rata**
Closing Date:	**10/12/2026 at 12 Noon**
Interview Date:	**TBC**
Job Reference:	**DAEW-HB**
Accountable to	**Operations Manager through the Engagement & Homelessness Team Manager. Supervised by an Engagement & Homelessness 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 Engagement and Homelessness team is dedicated to reducing the harms that drugs, including alcohol, can have and are constantly finding ways to improve access to treatment services. Brought together through a commitment to harm reduction principles and relentless optimism, the EH team is proactive and assertive in its approach.

The role is to work tirelessly to lower the barriers that people across Bristol may face in accessing suitable drug and alcohol treatment. EH team members operate an open access drop-in 6 days a week, needle and syringe provision across the city in a range of settings, provide naloxone and blood borne virus testing, support a variety of partner organisations and are regularly involved in research projects.

They use evidence-based approaches and provide innovative services to engage with people across the city, identifying unmet need and working to meet it.

Principal Accountabilities:

- To deliver direct access services for drug and alcohol users at a wide range of locations across Bristol, alongside volunteers and trainees.

- To provide a welcoming approach to engage and facilitate service users into treatment and other supportive activities.

- To provide evidence-based and solution-focussed brief interventions as well as crisis management if required.

- To promote treatment and facilitate access to assessments for Bristol Horizons, liaising with other agencies as needed.

- To establish and maintain contact with, and develop and deliver services to, priority groups who might benefit from treatment within Bristol Horizons through regular assertive outreach and inreach work.

- To assist in the development and delivery of a range of harm reduction interventions for people with problematic drugs & alcohol use.

- To notice and respond quickly to new and emerging trends in drug and alcohol use, helping to develop services to meet specific needs and provide early interventions.

- Delivery of harm reduction services for people who inject drugs (PWID) including image and performance enhancing drugs (IPED). This includes the Needle Syringe Programme (NSP) and naloxone distribution from fixed and mobile premises, through pharmacies and via assertive outreach.

Principal Accountabilities Cont:

- To provide advice, information and support to PWID in relation to risks related to injecting, drug and alcohol use, HIV, Hepatitis B, Hepatitis C and sexual practice.

- To offer and encourage access to blood borne virus (BBV) testing by means of Dry Blood Spot tests, Hepatitis B vaccination and treatment for BBV infection where appropriate.

- In collaboration with nursing staff, develop and disseminate information and advice about health and social wellbeing.

- As a member of the EH team, you will support the delivery of all services provided across the team. This will include referrals, assessments, brief interventions and group facilitated delivery if required.

General duties :

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

- To provide advice and assistance to the Chief Executive, the Service Manager and the Board of Trustees about the development of resources.

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

- To assist in the promotional and educational work undertaken by BDP.

- To assist in the recruitment, training and, where appropriate, support of volunteers, peers, trainees and students on study placement.

- To attend such internal and external meetings as directed

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

- To work within the framework and spirit of the agency's Equalities Policy and to actively promote the policy within BDP and in all dealings with other agencies.

- After reasonable consultation to undertake any other task which is necessary, if called to do so through your line management.

DIMENSIONS:

Finance

- No budgetary responsibilities

Staffing

- Part of Bristol Horizons Engagement Service delivered by staff, volunteers and trainees.

Environment

- Typically based in BDP premises and in partner organisations, there is a variety of activities across all areas of Bristol. This role includes an element of lone working.

- Hours of work: 30 hrs per week. As per contract of employment. BDP's core working hours for all posts are Monday – Saturday, 8am - 8pm.

- Travelling, and driving work vehicles, is an integral part of the work.

Technology

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

Supervisory Responsibilities

- No paid staff, some responsibility to help support the development of trainees and volunteers.

Qualifications and Experience

- These are set out in the Person Specification

CONTEXT

Key Contacts

- Across Horizons- all staff, volunteers and trainees.

- External: Other drug and alcohol service providers within and outside of Bristol Horizons, 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.

SCOPE FOR IMPACT

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

- 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.

SCOPE FOR IMPACT

Decisions that can be made without reference to line management.

- Detailed operational issues and organisation/prioritising of work.

Special Notes or Conditions

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

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

- 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.

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
Personal Qualities • Empathy and compassion • Commitment to empowering service users Resilience • 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 • A good standard of IT skills Problem solving skills • Planning and organisational skills
Experience & Knowledge • 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
• Past personal treatment experience of problematic alcohol / drug use (with 2 years substance free in the community) • Experience in working with clients in a professional supportive role e.g. care work, education, mental health, housing, nursing, drug and alcohol work • Brief intervention skills and experience, including motivational interviewing, brief solution focussed therapy and use of ITEP style interventions • Relevant qualification 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 • Experience IPEDs • A UK driving licence