



Job Specification

Role Details

Role Title:	Recovery Community Development Worker
Contract:	12 Months Fixed Term– Flexible Hours
Pay Rate:	2 days per week, pro rata based on annual salary of £21,690
Line Management:	Recovery Devon Managing Director and Recovery Devon Management Board
Location:	The postholder will be home-based. One post will be based in Exeter and East Devon, the other in either North or South Devon

Role Purpose

To identify, develop and promote ways in which Recovery Devon can more effectively connect people with opportunities for personal recovery in Devon.

Context

Recovery Devon

Recovery Devon is a community of goodwill founded in 2003 with the aim of providing access and support to recovery for all those who need it in Devon. In 2012 it was constituted a Community Interest Company. It is funded by Devon Partnership NHS Trust and works alongside the Trust as an independent critical friend.

Community Development

The recovery journey is characterised as one of seeking and finding supportive and meaningful connections and re-connections: with oneself, with others and with groups and the society in which we live. Devon has a rich provision of recovery-supportive community resources but connections and mutual support between them is patchy, and they are also not always reliably or appropriately connected to mainstream mental health services. The opportunity to find a path of mental health recovery that constitutes a bridge between contacts with clinical services and living well in open society would be significantly enhanced by supporting these individual contributors and services and strengthening the connections between them.

The community development worker would therefore start from the basis of existing connections and work to establish a more tangible, accessible and effective network of recovery-supportive services and resources: enabling stronger connections and collaborations between individual community resources, and between those resources and clinical services; identifying unmet needs; and enabling the creation of new projects and initiatives.

Recovery Devon's most significant existing connections are with Devon Partnership Trust, the Devon Recovery Learning Community and the project leads of the Recovery Devon Development Fund. The

work will therefore initially focus on those areas, working closely with DPT's Involvement and Engagement Manager, the DRLC Manager, and Recovery Devon's Managing Director. However the community development worker will bring their own experience, skills and understanding to the post, and will be encouraged to direct their efforts in the most effective ways, in agreement with Recovery Devon by means of regular progress reviews. The job description is therefore expected to be adapted following such reviews.

Objectives

1. Enable stronger connections and collaborations between recovery-supportive resources in Devon, including mental health services and community-based resources
2. Identify unmet need
3. Enable the creation of new projects and initiatives

Duties and Responsibilities

Objective 1: Enable stronger connections and collaborations between recovery-supportive resources in Devon

Strengthen committed working relationships between existing recovery-supportive resources and organisations

For example, by: mapping available opportunities and sharing the information; proposing links and communication between like-minded initiatives; maintaining regular contact with DRLC partners; organising opportunities for development fund leads to meet and exchange feedback, and share resources and ideas for improvement; enabling RD Development Fund projects to shape, or reshape, their offering as DRLC courses

Act as a point of contact between people using DPT services, including their carers and supporters, and community opportunities

For example, by: liaison with DPT's Involvement and Engagement Manager, DPT peer support workers, Devon Communities Together and other local community providers; promotion of DRLC courses; maintaining contact with carers' support organisations;

Strengthen recovery awareness for community partners

For example, by: providing advice and information to community organisations on recovery and how to work in a recovery-focused way; where necessary, proposing mental health awareness training for community organisations or individuals with less experience in the field of mental health; maintaining awareness of the unique position of carers and supporters; taking an active role on the DRLC course approvals committee and advising on recovery focus of courses

Promote and advocate for recovery:

For example, by: providing expertise and advice on co-production; promoting community opportunities and DRLC courses to people who may benefit, and to statutory and community organisations

Objective 2: Identification of unmet need

Within an agreed geographical area, assess how easy it is to access existing opportunities and identify groups who may be excluded

For example, by: via surveys or interviews, exploring how people may be unable or unwilling to access courses or community opportunities; analysing DRLC information on student demographics to identify any under-represented groups; considering any people, groups or communities whose social networks provide strong support for people with mental health difficulties outside of mainstream services

Identify gaps in provision and seek feedback from communities about what they need from community-based resources

For example, by: analysing applications to Recovery Devon's development fund; analysing DRLC provision and popularity of courses by subject or area; liaison with DPT's Together Lead to gain the views of people involved in the provision of mental health services; surveys or interviews

with DPT staff and people using services, community organisations, GP practices, DRLC students, carers, development fund participants ...

Objective 3: Creation of new projects and initiatives

Identify ways to fill gaps in provision and offer support for new projects

For example, by: identifying or creating resources, advice and support to assist with new initiatives; targeting Development Fund awards to particular areas of need; awareness and promotion of funding opportunities

Identify pitfalls to avoid in setting up new projects

For example, by: analysis of DRLC courses which did not recruit, or which received poor feedback from students or tutors; short-lived or failed development fund projects; access to local or national research or guidelines on establishing successful community initiatives; encouraging creative thinking to support long-term viability of successful projects

Evaluation and Reporting:

- Provide monthly activity reports
- Assess progress towards the objectives
- Assess effectiveness of strategies to meet the objectives, reviewing and responding to feedback according to “plan-do-study-act” methods
- Evaluate the relative importance of the objectives, and contribute to review of ways in which the role should evolve to make the most impact

Service Requirements

- Work in accordance with recovery values and uphold the reputation of Recovery Devon
- Understand the confidentiality requirements of the role and act accordingly
- Undertake any reasonable management request in line with the responsibilities set out within this job description

PERSON SPECIFICATION

This is a specification of the qualifications, skills, experience, knowledge, personal attributes and other requirements which are required to effectively carry out the duties and responsibilities of the role.

REQUIREMENT	E/D	HOW ASSESSED
<p><u>QUALIFICATIONS & TRAINING</u></p> <ul style="list-style-type: none"> • Able to demonstrate aptitude through high level qualifications or equivalent experience • Certificate in community development 	E D	Certificates & Application Form & Interview
<p><u>KNOWLEDGE</u></p> <ul style="list-style-type: none"> • Awareness and understanding of what matters to people who live with mental health challenges • Knowledge and appreciation of Recovery oriented approaches • Knowledge of a range of statutory, voluntary and community services and opportunities for personal recovery • Knowledge of the educational aims and practices of the DRLC 	E E E D	Application Form & Interview

<p><u>EXPERIENCE</u></p> <ul style="list-style-type: none"> • Experience of voluntary or community work • Experience of teamwork and shared responsibility • Experience of working within a broad range of environments and with a diverse range of people • Experience of working with people with mental health challenges • Personal experience of mental health challenges and work on recovery 	<p>E E E E D</p>	<p>Application Form & Interview</p>
<p>SKILLS & ABILITIES</p>		
<p><u>Communication Skills</u></p> <ul style="list-style-type: none"> • Ability to work alongside a range of people in a friendly, respectful, recovery focused way • Skilled communicator with good verbal and written communication skills • Ability to work independently and deliver within agreed timescales • Skilled at providing honest, timely updates and feedback in a professional manner • Ability to seek guidance and additional information when needed • Ability to speak confidently and effectively to small and large groups of people • Adherence to rules and guidelines concerning confidentiality 	<p>E E E E E E E</p>	<p>Application Form & Interview</p>
<p><u>Analytical & Judgement Skills</u></p> <ul style="list-style-type: none"> • Creative thinking, open to new ideas • Skilled at making decisions/judgements when working independently • Ability to work closely alongside a partner organisation and recognise boundaries and shared responsibilities • Ability to prioritise commitments • Ability to evaluate performance and make recommendations for change 	<p>E E E E E</p>	<p>Application form & Interview</p>
<p><u>Planning & Organising Skills</u></p> <ul style="list-style-type: none"> • Well organised, able to develop, implement and review own work practices • Ability to organise flexibly around the occasional constraints of others • Ability to prioritise diary arrangements 	<p>E E E</p>	

<u>Other</u>		
<ul style="list-style-type: none"> • Ability to seek and represent a wide range of views, particularly those which can be marginalised or overlooked 	E	
<ul style="list-style-type: none"> • Ability to travel, including to rural locations 	E	
<ul style="list-style-type: none"> • Genuine interest in mental health issues and Recovery and Wellbeing outcomes 	E	
<ul style="list-style-type: none"> • Ability to be flexible to meet the changing demands of the job 	E	
<ul style="list-style-type: none"> • Proactive approach with good attention to detail 	E	
<ul style="list-style-type: none"> • Sensitive to the needs of others 	E	
<ul style="list-style-type: none"> • Ability to deal with occasional difficult and challenging situations 	E	
<ul style="list-style-type: none"> • Ability to maintain clarity at times of increased activity 	E	