



PERSON SPECIFICATION

Job title	Adult Project Worker
Location	A Way Out, Stockton and the Tees Valley
Hours	35 hours a week. This post may require some out of hours, evening and weekend work from time to time.
Reports to	Horizon Service Manager
Ethos of AWO	<p>A Way Out is a charity with a difference.</p> <p>We are an outreach and prevention charity working with the most disadvantaged and excluded women, men families and young people. We engage, empower, equip and enable to prevent further harm, exploitation and life limiting choices and behaviours.</p> <p>A Way Out is not a “three strikes and you are out” charity, but one that works patiently and tirelessly with love, hope and freedom at the core, which motivates us to “go the extra mile”.</p> <p>A Way Out believes in meeting people where they are, building hope and trust by empowering choices.</p>
Job Summary	<p>As an Adult Project Worker at A Way Out, you will be an integral part of our Horizon adult service team, working collaboratively to achieve defined project outcomes. Your role will involve providing essential support to women and men who have experienced abuse, harm, or exploitation, focusing on their holistic well-being and facilitating their journey towards empowerment and recovery. You will be responsible for conducting initial assessments, developing 1-1 and group work interventions, case management, outreach activities, performance monitoring and ensuring the safety and well-being of service users. You will promote a harm reduction approach which respects individual choices, whilst assessing risk, offering safety planning and support. Additionally, you will actively engage with local organisations and contribute to multi-agency support efforts.</p> <p>Enhanced DBS checks will be required.</p>

Evidence of meeting the selection criteria will be assessed via: application(A) interview/exercise(IE) or during probation period(P)	A	IE	P
The person will have the following qualifications, knowledge and experience:			
<ul style="list-style-type: none"> Level 3 (NVQ or A level) or equivalent in social care or another relevant discipline or equivalent (may consider non-related Level 3 qualification or equivalent and relevant work experience). 	X	X	X
<ul style="list-style-type: none"> Safeguarding Adults and Children Level 1 	X	X	X
<ul style="list-style-type: none"> Safeguarding Adults and Children Level 2 	X	X	X
<ul style="list-style-type: none"> A good understanding and willingness to increase learning around the client group and the process of engaging them into recovery services, in particular those requiring support from agencies for a range of issues. 	X	X	X
<ul style="list-style-type: none"> Knowledge and experience of supporting clients with mental health issues alongside other complex needs such as historic and/or recent abuse, harm and exploitation, including exploitation, homelessness learning difficulties and addictions. 	X	X	X
<ul style="list-style-type: none"> Previous experience of care coordination or a support worker role within health, social care, or substance misuse setting. 	X	X	X
<ul style="list-style-type: none"> Knowledge and experience of Safeguarding practice (and willingness to undertake any further relevant training). 	X	X	X
<ul style="list-style-type: none"> Identifying and assessing need using screening and assessment tools. 	X	X	X
<ul style="list-style-type: none"> Knowledge and experience of analysing and interpreting data. 	X	X	X
<ul style="list-style-type: none"> Relevant experience of using digital engagement methods. 	X	X	X
<ul style="list-style-type: none"> Relevant experience of developing outreach initiatives to meet the needs of people experiencing multiple disadvantages. 	X	X	X
<ul style="list-style-type: none"> Relevant experience of taking a multi-agency approach and working in partnership with public and voluntary sector organisations. 	X	X	X
<ul style="list-style-type: none"> Experience of working to targets. 	X	X	X
<ul style="list-style-type: none"> Experience in using Microsoft Office software. 	X	X	X
<ul style="list-style-type: none"> Experience of working with women and men who face multiple disadvantages. (and willingness to undertake any further relevant training). 	X	X	X
<ul style="list-style-type: none"> Experience of working in an environment that requires confidentiality. 	X	X	X
<ul style="list-style-type: none"> Experience of working to set administrative guidelines. 	X	X	X
<ul style="list-style-type: none"> Experience working with a range of multi-agencies. 	X	X	X

The person will have the following skills and abilities:			
• Excellent communication and interpersonal skills with the ability to establish and sustain contact with disadvantaged people.	X	X	X
• Work in a trauma and gender informed way building relationships and advocating as trusted adults.	X	X	X
• Be able to manage relevant stressful situations in a confident & controlled manner.	X	X	X
• The ability to plan their own work, set priorities and complete them within given timescales.	X	X	X
• Be able to work alone and use their initiative or work in a team.	X	X	X
• Good organisational skills.	X	X	X
• Ability to facilitate change and empower service users by developing their confidence, knowledge, and skills.	X	X	X
• Passionate about working with at-risk women and men, particularly those who experience multiple disadvantaged addictions.	X	X	X
• Empathetic and non-judgmental.	X	X	X
• Flexible and adaptable to working with a range of service users and in different contexts.	X	X	X
• Hold a clean manual driving licence and have use of a car.	X	X	X
• Training within motivational interviewing or psychotherapeutic interventions.	X	X	X
• Ability to provide advice and guidance and develop and influence others.	X	X	X
• Knowledge of the causes and effects related to sexual exploitation.	X	X	X
• Knowledge of the causes and effects related to homelessness and substance misuse.	X	X	X
• Knowledge of adult and child protection/safeguarding procedures.	X	X	X
• Good presentation and report writing skills.	X	X	X
• Delivering training and public speaking.	X	X	X
• Willing to work in cooperation with team members.	X	X	X
The following would be desirable:			
• Experience of working within the voluntary sector.	X	X	X
• Experience of managing challenging behaviour.	X	X	X
• Understanding of safeguarding when working with individuals with disabilities/difficulties.	X	X	X
• Understanding of equal opportunities and the ability to work in a	X	X	X

way that puts equal opportunities into practice.			
<ul style="list-style-type: none">• Training within motivational interviewing or psychotherapeutic interventions.	X	X	X
<ul style="list-style-type: none">• Experience of working with women who have experienced gender-based violence and sexual abuse/ exploitation.	X	X	X