



Person Specification: Project Worker

This person specification outlines the essential and desirable criteria for the role, which we will use to assess your application.

1. Experience

- A minimum of two years experience working in addiction. **[Essential]**
- Experience in administration, including record keeping, IT skills, and case management systems **[Essential]**
- Experience in using one-to-one support and group facilitation to aid the change process **[Essential]**
- Experience of case management/care planning process and implementation. **[Essential]**
- Good presentation skills **[Essential]**
- Experience with outreach and liaising with other agencies within the voluntary and statutory sectors. **[Desirable]**
- Knowledge or understanding of healthcare referral pathways **[Desirable]**
- Alcohol-specific support work. **[Desirable]**
- Experience with addiction treatment methods or outreach initiatives **[Desirable]**

This position is focused on delivering frontline support in alcohol and liver health services. It is not primarily a management, research, or administrative position, so we are looking for candidates who can and are eager to engage directly with service users.

2. Qualifications

- A relevant third-level qualification, minimum Level 8 addiction, social care, healthcare, community development or similar field. **[Essential]**
- A qualification in Addiction Studies **[Desirable]**

3. Knowledge

- Understands the reasons behind alcohol/drug use and the needs service users may face.
- Practical experience with trauma-informed care, harm reduction strategies, or motivational interviewing
- Familiar with key working, case management, crisis intervention, and brief intervention methods (e.g., Motivational Interviewing, Relapse Prevention, Solution-Focused Brief Interventions, CRA, CRAFT).
- Proficiency in Word, Excel, PowerPoint, case management systems, strong report-writing ability, etc.
- Understands the impact of marginalisation and social exclusion on individuals and communities,

applying a social justice, trauma-informed, and client-centred approach to their work.

4. Skills and Abilities

- Strong interpersonal skills with an ability to work with diverse groups and under challenging circumstances.
- Ability to set and maintain clear professional boundaries.
- Proven organisational skills with the ability to prioritise tasks effectively.
- Ability to build and maintain effective working relationships with clients.
- Skilled in facilitating case conferences and group sessions.
- Ability to establish and make use of external networks effectively.
- Strong advocacy skills for representing service users' needs.
- Ability to take initiative, make sound decisions, and assess service users' needs.
- Calm under pressure, with the ability to respond professionally in emergencies and stressful situations.
- Ability to work within the structures of Community Response.
- Strong problem-solving skills.

5. Attitude

- A genuine interest in helping others.
- Passionate professionals who are deeply committed to making a tangible difference in the lives of individuals affected by addiction and liver health issues.
- Compassionate, proactive, and solutions-oriented individuals who thrive in a supportive, team-based environment.
- Friendly, approachable, and flexible, with a “can-do” attitude.
- Committed to engaging in supervision, training, and development.
- Dedicated to working in an environment that promotes equality and prioritises health and safety.
- Holistic and empowering approach to working with service users.
- Open to receiving feedback from service users, colleagues, and management.

6. Contractual

- To work off-site as necessary (within Community Response guidelines).
- To work anti-social hours as required.