

## Pathfinder Project

# Pathfinder

*employed by Medics Against Violence (SC041153)*

- Base Location** Inverness (4 vacancies)  
*Requires flexible working including working from home and occasional travel across Scotland/around Highland area*
- Reports To** Inverness Pathfinder Lead, Navigator Regional Supervisors and Navigator National Coordinator
- Hours of Work** Full time, 35 hours per week across a flexible shift pattern which includes late evening/weekend working.
- Salary and Benefits** **Salary scale:** £20-24k per annum, new entrants should expect to be placed at the first point of the scale.  
**Expenses:** Reasonable travel and business-related expenses will be reimbursed. Home to base travel is not covered.  
**Pension scheme:** Employees are enrolled into a workplace pension scheme unless they choose to opt out.  
**Annual leave:** 25 days paid holiday per year plus 10 statutory public holidays.
- Contract Type** Fixed term for 12 months from the start date subject to satisfactory completion and review of the probation period.  
The first three months will be a probationary period.  
*Extension beyond 12 months will be dependent on performance and continued funding.*
- Other** Applicants will be enrolled on the PVG (Protecting Vulnerable Groups) scheme.  
A full driving licence is essential for this post as there is a need to travel to meet service users.

### JOB PURPOSE

- Pathfinder is a new and innovative programme run by Medics Against Violence (MAV) which will take referrals from local police for people who are arrested or cautioned for drug offences, or offences where drug use has been a feature, and who may have other vulnerabilities requiring support. Pathfinders are support workers who will work to support these individuals in addressing complex social issues and work to connect them with community recovery and other services.

- The aim of the programme is to improve wellbeing, social circumstances, engagement with recovery and life chances for those who accept support, and to reduce drug related deaths. The project will be carried out in partnership with the Criminal Justice Subgroup of the Drugs Deaths Taskforce and is funded by the Corra Foundation.
- Medics Against Violence is a healthcare charity registered in Scotland known for running successful projects including Navigator, MAV Schools, and Ask, Support, Care (ASC). More information on the charity is available on our website: [www.mav.scot](http://www.mav.scot)
- On occasion, the post holder may be required to assist with other activities of Medics Against Violence or the wider Navigator project.

## **JOB DESCRIPTION**

### **Main duties & responsibilities**

1. Form strong, professional relationships with the local police, wider criminal justice, and statutory and third sector organisations in the local community, working closely with them to identify and support individuals who may benefit from the Pathfinder service and to connect them with local services.
  - a. Engage with willing individuals as soon as possible after their contact with the police to build connections and discuss future support options.
  - b. Support identified individuals through community outreach, build strong therapeutic relationships which help them to build agency and control over their decisions.
  - c. Connect service users to existing community supports and provide necessary support to maximise engagement.
  - d. Manage a case load and daily activities, respecting confidentiality with strict adherence to GDPR principles.
2. Manage administrative systems and functions, ensuring service user forms, databases, contact files and emails are kept updated and secure in line with the Data Protection Act, our Confidentiality and Consent Policies and GDPR principles. Prepare reports on service users as required.
3. Work with the Quality Improvement and Evaluation teams to provide data as required and be willing to work within a quality improvement framework.
4. Work within and comply with Medics Against Violence policies.
5. Provide 'buddying' or informal mentoring to new members of staff.
6. Continually develop personal level of awareness and knowledge of the issues around addiction, drug use and dependence and causal factors.
7. Actively research and network with other relevant organisations working in the local area and build strong partnerships with them, ensuring Pathfinder is able to offer as diverse sign posting options as possible.
8. Actively participate in staff meetings, session evaluations, supervision/reviews and planning sessions, and to participate in Pathfinder's development by feeding back to the Line manager and governance groups on the needs of the service user group and the on-going development of the service.

9. Assist in maintaining good working relations with stakeholders, project partners and with other agencies and to represent Pathfinder and Medics Against Violence at external meetings and in the media as appropriate.
10. With guidance and support from the organisation, undertake continuous professional development, including mandatory training, through attendance at courses and other educational activities relevant to the role.
11. Fully participate in work supervision and appraisals.
12. To work as a member of the wider Medics Against Violence team as required (this will be minimal).
13. Strict adherence to Child Protection and Adult Safeguarding policies from Medics Against Violence and local authorities, reporting any identified concerns to the line manager.

#### HOW TO APPLY

To apply for this exciting job opportunity, please fill out the online application form at:

[www.mav.scot/jobs](http://www.mav.scot/jobs)

Should you have any issues or require an application form in an alternative format, please email [info@mav.scot](mailto:info@mav.scot) and we will be happy to help.

**Closing date** for applications is **Monday 12<sup>th</sup> April at 4pm**. Interviews may be held virtually depending on the COVID-19 situation at the time.

## Person Specification

	Essential	Desirable
Experience	<ul style="list-style-type: none"> <li>• Effective team member</li> <li>• Demonstrable record of working with people impacted by addiction and trauma.</li> <li>• Able to build and sustain professional and service user relationships</li> <li>• Able to manage a caseload and work without direct supervision</li> </ul>	<ul style="list-style-type: none"> <li>• Worked with projects which seek to address issues around addiction and/or inequalities.</li> <li>• Mediation experience</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>• Understanding of causes and effects of social exclusion/isolation</li> <li>• Understanding of violence and its associated causal factors, through professional and/or relevant “lived” experience.</li> <li>• Understanding of addiction issues and recovery</li> <li>• Knowledge of Adverse Childhood Experiences (ACEs) and trauma-responsive practice</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of local support organisations and services in the Inverness/Highland area</li> <li>• Knowledge of the individual and wider impacts of issues including addiction, mental health, domestic abuse and sexual violence</li> </ul>
Qualifications	<ul style="list-style-type: none"> <li>• While we are not asking for specific formal qualifications as essential to allow people with lived experience who may not have had those opportunities to apply, we would expect all applicants to have a secondary school education and would expect the absence of qualifications to be matched with relevant experience.</li> </ul>	<ul style="list-style-type: none"> <li>• Recognised qualification in drug or alcohol work, or a related area</li> <li>• Mental Health First Aid or equivalent</li> <li>• Counselling qualification</li> </ul>
Personal Skills and Attributes	<ul style="list-style-type: none"> <li>• Resilient and reflective worker</li> <li>• Able to identify risks and take steps to mitigate against them.</li> <li>• Maintain effective health and wellbeing practices for both self and service users.</li> <li>• A strong, passionate work ethic</li> </ul>	<ul style="list-style-type: none"> <li>• PVG Scheme registered (processed at job offer and required for the role)</li> </ul>
Professional Skills	<ul style="list-style-type: none"> <li>• Effective time management, able to prioritise tasks and workload to achieve deadlines.</li> <li>• Understand and respect personal limitations, able to identify when to seek support and advice.</li> </ul>	<ul style="list-style-type: none"> <li>• Public speaking experience such as delivering presentations, seminars or training.</li> </ul>

	Essential	Desirable
	<ul style="list-style-type: none"><li>• Proficient in computer skills including use of email, Word, Excel and other Microsoft Office 365 programmes.</li><li>• Able to write and produce professional reports on clients to be shared with partners in criminal justice.</li><li>• Full driving licence and access to a car</li><li>• Must hold employment rights to work in the UK.</li></ul>	