

Overview of Responsibilities

Partners of the local Alcohol and Drugs Partnership (ADP) based in Oban have worked together to create an exciting new role as Navigator/development worker.

The Oban Development Worker Project aims to improve support for people experiencing problematic alcohol or drug use and those in recovery by:

- Making referral pathways clearer and easier
- Reducing stigma in services and communities
- Strengthening partnerships between statutory and third sector organisations
- Ensuring lived experience is part of design and decision-making

As a Navigator/development worker you will be based within our Oban Housing support team, and you will develop existing partnerships and explore new opportunities to create easy pathways into services.

You will work alongside partners and stakeholders to help identify barriers to engagement with services in a supportive and positive way, ensuring relationships are strengthened and stigma is reduced for service users.

You will identify individuals in need of support services and work with them to explore available options, supporting service referrals where appropriate.

You will ensure you have a good understanding of all local services and recovery options that are available to people in Oban maintaining links with community groups, Statutory and third sector services.

You will engage with people who use local services —through conversations, focus groups, and questionnaires—to shape and improve delivery.

Throughout the role, Carr Gomm's values of Choice, Control, Interdependence, Kindness and Compassion, Respect, Openness, and Honesty should be reflected in all aspects of your work.

Success Factors

Success in this role will include:

- Building strong partnerships to support early intervention and reduce barriers to support
- Helping individuals identify their priorities and personal outcomes by working alongside them to attain outcomes and overcome barriers
- Advocating on behalf of people, liaising with statutory and voluntary organisations, and connecting people with appropriate community groups and support networks both locally and nationally
- Following agreed human-rights-based processes and systems to ensure that everyone has access to the right information at the right time
- Completing electronic records, file notes, risk assessments, incident reports and recording sheets
- Developing effective referral pathways to a range of service providers within the statutory/public and 3rd sector to ensure people are supported
- Attending Steering group meetings and prepare progress updates including, providing clear feedback to partners on emerging challenges and successes
- Helping to identify gaps in local provision and contribute to collaborative solutions
- Balancing competing priorities with flexibility, autonomy, and a strong commitment to person-centred support
- Ensuring the role has visibility across a range of local services and community groups

This list is by no means exhaustive; rather it gives a flavour of the joy that can be achieved in this multi-faceted role. You will be responsible for evolving and enacting all actions to help achieve the project's aims.

What we are looking for...

We're looking for someone who:

- Is confident supporting people experiencing complex or challenging circumstances
- Communicates naturally and professionally at all levels
- Is proactive, motivated, and skilled at building trust and rapport
- Brings creativity, patience, and resilience
- Can think on their feet and adapt to varied daily demands
- Values collaboration and enjoys contributing to service learning and improvement
- Shares our commitment to person-centred, values-driven support
- Has lived experience of alcohol or drug addiction or experience working within this setting
- Can evidence good partnership working with local support services in Oban
- Has the ability to balance immediate priorities, maintain motivation and to push forward towards the project's longer-term goals is a must

Your benefits will include:

- £31,364.43 per annum (pro rata)
- 35 days holiday per year, increasing to 40 days with length of service (pro rata)
- Enhanced maternity, paternity, adoption, and sick leave
- A Defined Contribution pension scheme, with incremental employer contributions

- Access to the Carr Gomm App: which includes free physiotherapy, health coaching and counselling
- Free Blue Light Card (giving access to thousands of discounts and promotions)
- Membership of a credit union
- Cycle to work scheme; and more!