



Support Worker (Recovery)

JOB DESCRIPTION AND JOB SPECIFICATION

Job Title: Support Worker (Recovery) Worker

Reports to: Recovery Lead/Farm Manager

Grade /Salary: 30 flexible hours per week
£23,808 Pro Rata

Underlying values associated with all posts within Rhubarb Farm:

The role/duties of the post are outlined below. In undertaking this role, the Recovery Worker will be expected to always act in a way that is consistent with, and actively supports, Rhubarb Farm's values.

Position Overview

The Recovery Worker will deliver hands-on, peer-led assistance at Rhubarb Farm and The Recovery Space. You will bolster our farm-based recovery sessions, assist in the community drop-in, contribute to a county-wide scoping exercise, support events, and amplify our work through social media. Your empathetic approach will help create safe, inclusive and therapeutic environments for people on their recovery journey.

MAIN DUTIES AND RESPONSIBILITIES:

1. Team Member Support (Farm)

- Support Recovery Members at Rhubarb Farm in a therapeutic horticulture environment.
- Provide additional cover for colleagues working with service users with special educational needs and disabilities (SEND).
- Promote a safe, inclusive and therapeutic farm environment.

2. Recovery Space Cover

- Assist with occasional shifts at The Recovery Space drop-in.
- Provide peer-led, trauma-informed support to individuals in active addiction.
- Assist with group facilitation, signposting to support services and wellbeing activities.

3. Nottinghamshire Scoping Exercise

- Collect qualitative data (interviews, focus groups, questionnaires) across Nottinghamshire communities in line with Public Health specifications.
- Engage treatment-naïve and under-represented groups (including women, young people and those with entrenched barriers to care).
- Capture stories, feedback and access barriers in creative formats (written case studies, audio clips, short films).
- Collaborate with the Project Lead to produce outputs by March 2026.

4. Events & Activities Support

- Assist with the planning and delivery of key events, like, but not limited to, The Hope Fest
- Take part in practical tasks on event days (set-up, stewarding, supporting performers or speakers).

5. Social Media

- Draft and post creative, recovery-focused content across our platforms.
- Promote Rhubarb Farm activities, The Recovery Space services and the Nottinghamshire scoping project.

6. General Duties

- Work flexible hours, including occasional evenings and weekends.
- Undertake relevant training (substance use awareness, trauma-informed practice, safeguarding, naloxone administration).
- Maintain accurate records and contribute to team meetings.

PERSON SPECIFICATION Recovery Worker

	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> • Willingness to undertake training e.g., substance use awareness, trauma-informed practice. • Commitment to ongoing personal and professional development. 	<ul style="list-style-type: none"> • Relevant qualification or training in health, social care, or community development. • Knowledge of trauma-informed practice frameworks. • First Aid qualification. • Driving licence and access to a vehicle.
Skills and abilities	<ul style="list-style-type: none"> • Ability to build rapport with people from diverse backgrounds, including those living with learning or developmental disability, mental ill health, or substance use challenges. • Strong communication skills. • Able to work independently and as part of a team. • Confident using social media to engage communities. • Able to maintain professional boundaries and confidentiality. • Basic IT skills including Microsoft Outlook, Word and Excel. 	<ul style="list-style-type: none"> • Horticultural and/or construction and/or craft and/or environmental skills and abilities. • Group facilitation or co-production skills. • Experience of electronic record-keeping and reporting. • Familiarity with audio/video editing or multimedia content creation. • Event support or stewarding skills. • Ability to develop activities for people with varying levels of ability.
Experience/ Knowledge	<ul style="list-style-type: none"> • Experience of supporting adults with multiple and/or complex needs. • Working in a community setting. 	<ul style="list-style-type: none"> • Experience in agricultural or therapeutic horticulture settings. • Background in community outreach, qualitative research or creative storytelling. • Experience of engaging

		under-represented group
Personal effectiveness	<ul style="list-style-type: none"> • Empathetic and non-judgemental, able to engage with people at different stages of recovery. • Confident working in both farm/outdoor settings and community venues. • Skilled in active listening, building trust and handling sensitive information. 	<ul style="list-style-type: none"> • Initiative in developing new ideas or approaches • Ability to manage competing priorities in busy environments.
Diversity	<ul style="list-style-type: none"> • Demonstrable ability to work effectively with people from a range of ethnic, cultural and social backgrounds, both genders, all ages, abilities, and any religious or sexual orientation. 	<ul style="list-style-type: none"> • Lived experience of recovery, disability, mental ill health, or other relevant life experiences that bring added perspective to the role.

Further information

Confidentiality

Ensure confidentiality at all times, only releasing confidential information in line with Rhubarb Farm policy.

Data Protection Act

Comply with the requirements of GDPR Regulations

Equal Opportunities and Diversity

Ensure that all service users, partners, colleagues are treated as individuals within Rhubarb Farm's Diversity and Equality framework.

Training & Development to Support the role

- Substance use awareness
- Trauma-informed practice
- Safeguarding adults and children
- Naloxone administration
- Ongoing peer support and supervision

Health and Safety

You are required to always comply with the requirements of the Health and Safety regulations and Rhubarb Farm's Health and Safety Policy and Procedures.

TERMS AND CONDITIONS

- Contract type: Fixed-term to 31st March 2026, with potential for extension
- Hours: Up to 30 hours per week (flexible)
- Location: Rhubarb Farm, Langwith
- Salary: £23,808 Pro Rata (30 hours – Flexible)
- Reports to: Project Lead/Farm Manager