



JOB DESCRIPTION

CHILDREN'S RESILIENCE WORKER

Post Title: Children's Resilience Worker

Project: East Lothian Project

Contract Type: Maternity Leave Cover - Fixed Term for 9 months, with possible extension

Funder: Corra Foundation

Hours: Part-time (18 hours per week)

Salary Scale: £28,506 - £33,041 per annum (FTE), pro-rata for 18 hours per week (SCP 12–17)

Location: John Muir House, Brewery Park, Haddington, East Lothian, EH41 3HA

Hybrid Working Available: Yes

Accountable to: Project Manager

Driving Licence: Essential – Own Car Required

Purpose of the Role

To provide individual, peer, and group-based support to children and families affected by parental drug and/or alcohol use. The role aims to strengthen resilience, promote positive relationships, and reduce the adverse impact of substance use on children's wellbeing and development.

Main Tasks & Responsibilities

1. Direct Support to Children and Young People

- Work directly with children and young people to promote resilience, confidence, and wellbeing.

- Develop trusting relationships that support children to express themselves and build coping skills.

2. Family Support and Collaboration

- Work alongside Family Outreach Workers to enhance parents' and carers' capacity to meet their children's needs.
- Support positive parent-child relationships and family cohesion.

3. Programme Planning and Delivery

- Design, deliver, and review individual, peer, and group work programmes that address identified needs.
- Facilitate resilience-building and recovery-focused activities.

4. Partnership and Inter-Agency Working

- Establish and maintain effective working relationships with partner agencies to ensure coordinated, holistic support.
- Contribute to local networks and partnership meetings.

5. Training and Awareness

- Deliver training and awareness sessions to professionals and community partners on the work of the project and the impact of parental substance use.

6. Monitoring and Evaluation

- Record all interventions, maintain accurate case notes, and contribute to reporting and evaluation frameworks.

7. Professional Development and Team Contribution

- Participate in supervision, team meetings, and relevant training.
- Support the learning and supervision of social work students on placement where required.

8. Organisational Contribution

- Promote the work of Circle in East Lothian and contribute to service development.
- Work in accordance with Circle's policies and procedures, particularly regarding child protection, equality, anti-discriminatory practice, and user participation.

General

This job description is not exhaustive and may be amended in response to organisational needs. The postholder is expected to undertake any other duties appropriate to the level and nature of the post.

Person Specification

Qualifications

Essential:

- A recognised professional qualification in Social Work, Social Care, Education, Community Work, Youth Work, Counselling, or Health.

Desirable:

- Additional training in trauma-informed practice, child development, substance use interventions, or family support.

Knowledge & Experience

Essential:

1. Experience of working directly with vulnerable children and families in a supportive, empowering way.
2. Knowledge of a range of interventions that promote resilience and wellbeing for children and young people.
3. Experience of delivering group work and/or peer support programmes.
4. Experience of multi-agency working and partnership collaboration.
5. Understanding of child development, attachment, and adverse childhood experiences (ACEs).
6. Knowledge of GIRFEC (Getting It Right for Every Child) and the SHANARRI indicators.
7. Understanding of and commitment to equality, anti-discriminatory practice, and service user participation.

Desirable:

1. Experience of supporting families affected by parental substance use, mental health, or domestic abuse.

2. Knowledge of local services and supports available to children and families in East Lothian.
3. Experience of delivering training or presentations to professionals.
4. Experience of monitoring and evaluation frameworks or outcome measurement tools.

Skills & Abilities

Essential:

1. Strong communication skills, with the ability to engage effectively with children, young people, and adults facing adversity.
2. Ability to plan, prioritise, and manage workload independently and as part of a team.
3. Skilled in assessment, planning, recording, and evaluation of interventions.
4. Ability to work collaboratively across professional boundaries and contribute to shared goals.
5. Competence in facilitating group sessions that are inclusive and child-centred.
6. Ability to support and mentor students or volunteers.
7. Commitment to reflective practice, learning, and continuous professional development.

Desirable:

1. Competence in using digital tools for online group work and communication.
2. Ability to adapt approaches to meet diverse needs, including children with additional support needs.
3. A flexible and creative approach to problem-solving and service delivery.

Personal Attributes

- Compassionate, empathetic, and strengths-based in approach.
- Committed to the rights and wellbeing of children and families.
- Resilient, adaptable, and able to work under pressure.
- Collaborative and proactive in seeking solutions.
- Reflective and open to learning from experience.

Role/Profile
Children's Resilience Worker, East Lothian
October 2025