JOB DESCRIPTION

Family Outreach Worker - Fathers

Post Title: Family Outreach Worker – Fathers

Project: Harbour Project

Hours: Part Time – 18 Hours per week (fixed term until 30 June 2030)

Salary: £29,362 - £34,032 (Scale 12-17)

Location: Circle Head Office, 18 West Pilton Park, Edinburgh – Hybrid Working Available

Purpose

To provide support to children and families affected by parental drug and/or alcohol use, reducing risks and minimising the impact on children. The post holder will work directly with parents, carers, and children to strengthen family relationships, improve parenting capacity, and promote safer, healthier lifestyles.

Key Responsibilities

- To support fathers and male carers to address their substance use and minimise impact.
- Work alongside fathers and male carers to create safer, more stable home environments.
- Support fathers and male carers to build parenting skills and strengthen their relationships with their children.
- Plan and deliver a range of interventions, including individual, family, and group work programmes.
- Maintain accurate records of all work, ensuring monitoring and evaluation processes are followed.
- Collaborate with other agencies and professionals to ensure coordinated support for children and families.
- Deliver training to professionals where required, sharing best practice and insights from Circle's work.
- Contribute to the development and promotion of Circle's services across Edinburgh.
- Participate actively in supervision, team meetings, and internal training opportunities.

- Work in line with Circle's policies and procedures, with particular attention to child protection, equal opportunities, anti-discriminatory practice, and user participation.
- Attend staff development days and contribute to organisational learning and improvement.

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 professional qualification in social work, social care, education, health, or another relevant discipline.

Desirable

- Additional training or certification in areas such as counselling, trauma-informed practice, child protection, or group facilitation.
- Continuous professional development relevant to working with vulnerable families.

Knowledge & Experience

Essential

- Awareness of issues relating to fathers/male carers
- Direct experience of working with children, parents, or families in a supportive capacity.
- Knowledge of a variety of evidence-based interventions and approaches for supporting families, particularly where substance use is an issue.
- Proven experience of working in partnership with a range of agencies (e.g. schools, health services, social work, community organisations) to meet the needs of children and families.
- Demonstrated ability to work as part of a multi-disciplinary team, contributing to shared goals. Good understanding of child development, attachment, and the impact of trauma and adversity on children and families.
- Familiarity with the Getting it Right for Every Child (GIRFEC) framework and the SHANARRI wellbeing indicators.
- Commitment to equal opportunities, anti-discriminatory practice, and meaningful involvement of families in shaping support.

Desirable

- Experience of facilitating group work with parents or children.
- Experience of working with families affected by substance use, poverty, or social exclusion.
- Lived experience or deep understanding of the challenges faced by families in similar circumstances.
- Knowledge of local services and community resources in Edinburgh.

Skills & Abilities

Essential

- Strong communication skills, with the ability to engage effectively with both children and adults.
- Capacity to support social work students on placement with Circle.
- Ability to record, monitor, and evaluate work accurately.
- Effective planning, time management, and prioritisation skills.
- Ability to support positive change in families.
- Ability to work within, and maintain, clear professional boundaries.
- Good assessment and analytical skills.

A Note to Candidates

Don't meet every single requirement? We know that people can be put off applying if they don't tick every box. At Circle, we're committed to building a diverse, inclusive, and authentic workplace—so if you're excited about this role but your experience doesn't align perfectly with every point, we encourage you to apply. You may be exactly the right person for this role or another opportunity with us.