

GROUPWORK PRACTITIONER

Job Description and Person Specification

JOB DESCRIPTION	
AVENUE:	<p>Avenue is a charity, based in Aberdeen, that provides support to families and individuals across the North East of Scotland, with a focus on relationships, wellbeing and children. We offer a range of services to encourage personal growth, strengthen relationships, promote family wellbeing, support children and enable healthy environments for all. We are working towards a world in which happy, healthy people enjoy harmonious and respectful interactions in all aspects of their lives.</p>
VALUES:	<ul style="list-style-type: none"> • Effectiveness • Integrity • Respect • Credibility • Innovation • Independence
AIMS:	<p>To develop and deliver early intervention and prevention groupwork to increase people's ability to improve their relationships and wellbeing.</p> <p>To act as part of Avenue's team, supporting service development in response to the changing environment and the needs of the people who use our services.</p>
MAIN DUTIES:	<ul style="list-style-type: none"> • To develop and deliver early intervention and prevention groupwork and resources that support positive mental health and wellbeing for individuals and families • To work with other members of the Avenue team to ensure that the services that Avenue offers are, and continue to be, responsive to need in line with organisational developments • To build positive working relationships with colleagues within Avenue, and in partner agencies and organisations.

	<ul style="list-style-type: none"> • To make initial and ongoing assessments of the needs of the people coming to Avenue, and their suitability for the service being offered • To maintain accurate and up-to-date case notes on the database in a timely manner according to the standards laid out by Avenue. • To work within Avenue's risk assessment frameworks, taking personal responsibility to ensure that all people who use the service do so safely • To ensure compliance with Avenue's processes, policies and procedures, in particular Data Protection, Confidentiality, Safeguarding and Child Protection, Equality and Diversity, and Professional Boundaries. • To undertake any other reasonable duties, as requested by your line manager.
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PERSON SPECIFICATION	
REQUIRED KNOWLEDGE, EXPERIENCE AND SKILLS	ESSENTIAL / DESIRABLE
Experience of developing and delivering groupwork in community settings	E
Proven ability to establish and maintain effective positive relationships both internally and externally	E
Demonstrable strong communication skills, both written and verbal	E
Demonstrable proactive attitude, with an ability to self-motivate and respond positively to new opportunities	E

Demonstrable ability to apply creative solution-focussed approaches	E
High standard of IT literacy, including ability to use Office 365 and Avenue's contact database.	E
Evidence of continuing professional development	E
Experience of ability to manage a varied caseload, and to meet deadlines whilst working under pressure	E
Ability to develop communications materials	E
Willingness and ability to travel within the area of Avenue's delivery (Aberdeen City, Aberdeenshire and Moray)	E
Demonstrable understanding of trauma-informed practice	D
Understanding of the third sector and a desire to make a difference	D