



**Glasgow Council on Alcohol**  
2<sup>nd</sup> Floor, 14 North Claremont Street  
Glasgow G3 7LE  
**0141 353 1800**

## **JOB DESCRIPTION**

**Job Title:** U-Turn Group Worker

**Location:** Based within GCA Office in North Claremont Street with travel throughout Glasgow City, East Renfrewshire and South Lanarkshire for service delivery.

**Salary:** GCA Salary Grade 4 £22,932 - £23,551 per annum (pro rata)

**Job Type:** Part-time – 14 hours per week – fixed term for 1 year

**We understand that many will have other commitments outside of work and so flexible working, part-time hours or job-sharing arrangements will be considered for the right candidate.**

### **About Us:**

**Glasgow Council on Alcohol (GCA)** is an independent Scottish charity that works to reduce alcohol and drug-related harm at both individual and community levels. Established in 1965, GCA adopts a long-term, trauma-informed and asset-based approach to changing the culture around substance use. Its services are built on a person-centred, harm-reduction model, supporting people whether their goal is to reduce consumption or achieve abstinence.

GCA offers free, confidential counselling services for people concerned about their own or someone else's drinking. GCA delivers a range of interventions including groupwork and employability support as well as several holistic and inclusive services, such as a women's service for survivors of gender-based violence, young person's peer education service, LGBTQ+ health and wellbeing support and tailored wellbeing programmes.

GCA is also a recognised provider of professional development, offering a comprehensive training portfolio including education aimed at increasing awareness of alcohol use and promoting healthier lifestyles, COSCA Counselling Skills and a Diploma in Integrative Counselling and Psychotherapy.

GCA deliver services over 6 days per week and throughout Glasgow, East Dunbartonshire, and East Renfrewshire, helping people make meaningful, positive changes in their lives.

The foundation of GCA is our supportive and inclusive culture for all who engage and work with us.



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### **About the Role:**

The Group Worker – Peer Education Service will support our peer-led Harm Reduction Service (U-Turn) benefiting young people 11 – 25 years old to design and deliver youth-led inputs on issue based topics, with a focus to incorporate harm reduction approaches and address stigma/language around substance use.

The Group Worker will have responsibility for developing our weekly groups for our Peer Educators to take part in training around areas such as: leadership, team building, issue-based topics and wellbeing. These groups will provide a safe, trauma-informed space where individuals will be able to feel confident to develop coping skills and resilience.

The service specifically targets some of the most vulnerable young people in areas where GCA currently delivers services, aiming to reduce the harm caused by alcohol and other drugs within their communities.

The Peer Educators will be supported to deliver peer-led inputs to other Young People on issued-based topics, with a focus to incorporate a harm reduction approach as well as a separate element of addressing stigma/language around drug and alcohol use..

**This post requires a Protection of Vulnerable Groups (PVG) Scheme membership - successful applicants will be required to join the PVG Scheme.**

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### **Key Responsibilities:**

- Organise sessions which include leadership, team building, drugs & alcohol awareness, peer education and social activities.
- Contact Peer Educators to invite them to group sessions and keep them informed of arrangements
- Be friendly, compassionate and naturally able to build relationships with individuals both in person and virtually.
- Effectively and pro-actively signpost young people, where appropriate, to a range of services including housing, DWP, Mental Health services, education and training providers.
- Support Peer Educators in their pathway into opportunities through tailored plans, structured encouragement and offering practical support.
- Assist the project in implementing harm reduction approaches in line with the U-Turn Peer Education Worker and Service Manager.
- Provide quality support services to participants through effective planning, monitoring, evaluation and review of their requirements in partnership with them.

- Complete paperwork and promptly update the database on all interactions with participants as well as recording outcomes and progressions.
- Deliver performance targets for supporting the young people.
- Meet contractual compliance.
- Adhere to the implementation of risk management procedures (including child and adult safeguarding protocols) taking personal responsibility for keeping up to date on the requirements of these procedures.
- Undertake any other duties as required by the Service Manager – Education & Development.

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#### **Qualifications and Experience :**

- Clean current UK Driving License and access to own car desirable.
- A qualification in Youth Work, Working With Communities or equivalent is preferable.
- Proven experience of working with young people and in mentoring, developing and supporting young people aged 12-25 years.
- Proven experience in working in a community setting and delivering harm reduction in different settings as well as inter-agency and partnership working.
- Experience of using digital technology effectively is essential with knowledge of I.T/ Computer Skills and Microsoft Office.
- Experience of supporting Peer Educators, education, training and delivering presentations and health promotion or community development work all preferable.

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#### **Skills and Competencies:**

- Excellent interpersonal and written and verbal communication skills, with the ability to engage with young people.
- Planning and co-ordination skills.
- Team working and networking skills.
- Resilience in reacting to and resolving challenges.
- Ability to produce and deliver health and wellbeing topics desirable.
- Commitment to working in line with GCA's values of collaboration, respect and empathy.

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## Why Join Us?

- Your work will contribute to make a real difference to people's lives
- Competitive salary and benefits package :
  - Very generous annual leave entitlement: full time employees start with an annual leave entitlement of 37 days (inclusive of 12 bank holidays) which increases with length of service
  - Duvet days where employees may take time off at short notice
  - Death in service policy
  - Cycle to work scheme where employees can save money on a new bike and spread the cost
  - And much more!
- Opportunities for continuous learning and career development
- A supportive and inclusive work environment where your contributions are valued

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## Application Process:

Interested candidates are invited to apply by completing the online application form which can be found here :

<https://glasgowcouncilonalcohol.livevacancies.co.uk/#/applicant/24>

If you require our application form in another format, please contact [HR@glasgowcouncilonalcohol.org](mailto:HR@glasgowcouncilonalcohol.org)

The following is the timescale for the process :

|                                       |  |
|---------------------------------------|--|
| <b>Closing date for applications:</b> | Friday 19 <sup>th</sup> September 2025 5pm |
| <b>Shortlisting:</b>                  | Tuesday 30 <sup>th</sup> September 2025    |
| <b>Date of interviews:</b>            | Tuesday 21 <sup>st</sup> October 2025      |
| <b>Start date:</b>                    | ASAP                                       |



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### **Equal Opportunity Employer:**

GCA is an Equal Opportunities Organisation. We are committed to treating all workers and job applicants fairly and equally, regardless of their sex, pregnancy and maternity, sexual orientation, religion or belief, marital / civil partnership status, age, race, disability or gender identity and expression or any other personal characteristic.



Scotland's  
Professional Body  
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