



Job Title: Young People and Adult Support Worker North and North East

The Role

You will be delivering our mission to give everyone the chance to feel unstoppable.

As a Young People and Adult Support Worker covering the North and North East of Scotland you will be providing vital support to young people (13-25) and adults (25+) affected by spina bifida and hydrocephalus.

You will be the person who will empower them to reach their potential, offering one-to-one support and coordinating chances for people to get together, support young people to transition from child to adult services, make friends and build their support network.

You will be the person that raises awareness of spina bifida and hydrocephalus within the community and with service providers to ensure that no one affected by our conditions feels alone.

What Spina Bifida Hydrocephalus Scotland can offer you

Flexibility – We offer flexible working, including the opportunity to work from home or around caring responsibilities.

Supportive colleagues, enabling you to express yourself - Our team values teamwork, learning and continuous improvement. SBH Scotland staff gave a median score of 8 out of 10 for feeling supported to take risks with new ideas.

We also offer: Workplace pension scheme; salary sacrifice scheme; death in service benefit; paid Carers Leave; 30 days annual leave entitlement and 4 days Public Holidays; an additional day off for your birthday and wellbeing days.

We strongly encourage applications from disabled people and those with lived experience of disability or caring responsibilities. SBH Scotland is a Real Living Wage and Disability Confident employer.

Reporting to: Senior Support Lead for Young People and Transitions.

Place of Work: Home based, preferably based in the North East of Scotland due to the concentration of our service users.

Working Hours: Part-time, 14 hours per week with flexibility around working pattern. The role will necessitate working some hours outside normal office hours, including

evenings and weekends, to deliver our social groups.

Contract length: This is a two-year contracted post.

Salary: £10,187 (£25,468 full-time equivalent salary).

Closing date: 20th July 2026

Proposed interview date: 29th July 2026

Key duties and responsibilities

To be as unstoppable as the people we support.

- To deliver engaging social groups for young people, adults and their carers. The groups will focus on promoting independence, self-management, wellbeing and peer support.
- To provide one to one support to people with spina bifida and hydrocephalus and their families – offering specialist information and advice, and transition support where appropriate.
- To work with people with spina bifida and hydrocephalus to help them advocate for services and support.

To be a team player who unifies people around our cause.

- To liaise and work in partnership with other statutory and voluntary organisations to meet the needs of young people and adults with spina bifida and hydrocephalus.
- Work in partnership with healthcare professionals to support individuals and families and attend and contribute to clinics as appropriate.
- Contribute to developing a comprehensive database of resources for young people, adults and their families and carers.
- To work with fundraising and communications colleagues in identifying stories that can promote the work of the charity and motivate our service users, supporters and staff.

A commitment to continuous learning and improvement.

- To provide regular analysis of the service's impact.
- To ensure that reporting and recording of all service user intervention is accurate, up to date and secure.
- To gather data and feedback to learn from failures and apply learning to improve processes and service delivery.

- To ensure all safeguarding disclosures and regular updates are notified and recorded as per current SBH Scotland guidelines.

Person Specification – Young People and Adult Support Worker North and North East

	Essential	Desirable
Qualifications/ Education	<ul style="list-style-type: none"> • Educated to SVQ3 level or equivalent level of relevant knowledge/experience. • A current full driving license and use of a car. 	<ul style="list-style-type: none"> • Experience of working with young people and adults with additional support needs. • A health or social care qualification or experience of working in a health or social care setting.
Experience	<ul style="list-style-type: none"> • Experience of working with young people, adults and their families and/or carers in a variety of settings. • Understanding of additional support needs. • Experience in coordinating and delivering group work. • Experience of bringing partners together to support individuals. 	<ul style="list-style-type: none"> • Experience of supporting disabled young people with the transition to adulthood.

<p>Knowledge and Skills</p>	<ul style="list-style-type: none"> • Excellent interpersonal skills and ability to develop working relationships with young people and adults as well as carers and partner agencies. • Proactive, resourceful, and willing to contribute to the team in the interests of overall service aims. • Able to make safe judgements in accordance with the organisation's policies on lone working. • Creative approach to working with young people and adults. • Knowledge and understanding of Child Protection and Protection of Vulnerable Groups. 	<ul style="list-style-type: none"> • Knowledge and understanding of spina bifida and/or hydrocephalus. • Knowledge and understanding of partner agencies and support networks. • Knowledge and understanding of Scottish disability transition policies.
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Personal Qualities	<ul style="list-style-type: none">• Great communicator with young people, adults and carers.• Ability to work independently and use initiative.• Resourceful and empathetic, with a commitment to a person- centered approach.• Enthusiastic and willing to learn with a “can do” approach.	
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