

## U-Turn Helderberg/Winelands Occupational Therapist/Programme Manager

### Summary

U-turn is a leading organisation in the field of recovery from homelessness. We are looking for a senior Occupational Therapist to join our Cape Town team from the **1st of August**, setting up and managing the phased intervention programme in the Winelands/Helderberg area as well as managing the established Northern Suburbs program. This position requires the candidate to have management experience, a thorough understanding of addiction and an orientation towards training and development of staff, volunteers and clients. The programme has a strong focus on vocational rehab and works towards four outcomes: stable accommodation, sustained sobriety, healthy support structures and sustainable income.

### This position

This position will change over time as our operations grow in the Helderberg/Winelands area. Initially the role will be diverse, allowing the candidate to be immersed in the U-turn model, providing direct Occupational Therapy services to clients on the programme in the Helderberg/Winelands area, managing the growing Personal Development Unit, assisting in setting up transitional accommodation sites and training and supervising the Service Centres in Strand and potentially Somersetwest and Stellenbosch. As our operation grows and develops in the area, certain roles will be handed over to the growing team.

Due to the nature of the growth of the system, the successful candidate might initially also be responsible for managing the Program in the Northern suburbs. The program already consist of an established personal development team (Belleville East), a transitional home (Loevenstein), a service centre run in partnership with MES (Parow) and a work program that consists of retail operations (6 shops and 3 warehouses), a construction company, a service centre and the logistics apartment as an internal support department.

### Background

U-turn is a thriving non-profit that exists to equip homeless people with the skills to overcome homelessness. Founded in 1997, we believe in life after homelessness. We believe that every homeless individual is intrinsically valuable and should have access to an effective pathway that addresses their physical, spiritual and emotional needs so they can leave the streets and become a long-term productive member of society.

To help homeless people overcome homelessness we operate a phased approach that includes rehabilitation from substance abuse, counselling, life-skills training and sheltered work placement in one of our social enterprises. This allows candidates to test and apply the training they've received. Through this process, the programme inculcates a healthy work ethic, furnishes modern job skills and gives 18-24 months of real work experience so that individuals can graduate and be gainfully employed in the modern South African economy.

The programme is yielding wonderful results. Our candidates typically graduate into open market employment and show an above 85% long term success rate! We are actively working to expand the programme to more locations in Cape Town and across South Africa.

### Service Centres

U-turn's Service Centres provide services to people living on the streets in order to prepare them for and to support them on a journey of change. This includes providing food and clothing (and in some cases access to a shower and a bed for the night), therapeutic and development based interventions, and recovery support for those struggling with substance abuse. The ultimate aim of the Service Centre is to prepare individuals to participate in our work-based rehabilitation programme.

### Work-readiness programme

The work-readiness programme is tasked with providing work-based rehabilitation and skills development training that prepares clients for graduation into employment and reintegration into the community. One day per week, each client attends a training day where they access group therapy delivered by an interdisciplinary team, individual counselling and input using a specially designed curriculum. This cycle of learning and application follows a graded approach and continues for as long as needed (on average 18 months). Case-managers coordinate the entire intervention programme for the clients and work in close-collaboration with the worksite managers.

### Transitional Accommodation

Due to the nature of our long term interventions we run transitional accommodation in the form of group homes where clients accessing our Work-readiness program can move into when leaving homeless shelters. These homes are managed by a house-manager that along with service center staff, works-site managers and therapeutic staff forms the client-facing team assisting the clients along the full Life Change journey.

### Key areas of responsibility

- Provide direct occupational therapy services to clients on the programme in the form of assessments, placements, vocational and life-skills interventions and referrals. (In time and with clear growth goals employ and train a more Junior OT to take over this function) - **Helderberg/Winelands**
- Manage the programme in its entirety which includes direct line-management of personal development staff, training and supervision of service center staff and training and supervision of house managers and worksite managers. (Over time and with clear growth goals, hand over management of the personal development team to a senior staff member on sight) - **Helderberg/Winelands + Northern Suburbs's already established operations.**
- Provide vocational Intervention to the worksites supporting them (alongside the business manager) to run an effective business while also hosting a developmental programme. Supervise students on a VOC intervention placement in this function. (Over time and with clear growth goals hand over this function to the more Junior OT, training him/her to take over the student supervision) - **Helderberg/Winelands + Northern Suburbs's already established operations**

- Create referral and clinical support networks growing the support and effectiveness of the programme and outcomes - **Helderberg/Winelands + Northern Suburbs**
- Alongside the Operational/Regional manager grow the operations in Helderberg/Winelands with clear growth goals regarding role division and task-hanover.
- Train volunteers and supervise students, working with the Universities to create student placements for OT students, Social work students, Aux workers and recovery counsellors - **Helderberg/Winelands and Northern Suburbs**

### Experience and Skills

- Qualified Occupational Therapist with at least 7 years experience
- Management experience - at least 3 years
- Experience working in the field of addiction
- Experience and/or understanding of vocational rehab
- Experience in working in or managing interdisciplinary teams
- A love for growing and developing people

### Personal attributes

- Resourceful individual that is not easily flustered
- Ability to self-motivate, and work with minimal supervision
- Collaborative team player, concerned with team success as well as individual performance
- Emotionally mature individual
- Problem solver who is open to change and able to take initiative
- Willingness to learn and grow personally

### Organisational Fit (where applicable)

- If in Recovery - actively engaged in own ongoing recovery, accessing accountability support and practicing recovery behaviour
- If employed as a Professional - affiliation with professional board, continued personal development and accessing supervision
- Gospel orientation - connected to a local fellowship of believers, reading the Bible and grounded in Gospel-motivated Social Action

### Next Steps

Candidates interested in this position must submit a letter of motivation and CV to [recruitment@homeless.org.za](mailto:recruitment@homeless.org.za). The letter of motivation should be approximately 1 page in length and include information on why you would like to work at U-turn and how you fulfil the required knowledge skills set outlined above. Please note that applications without a letter of motivation will not be considered.