

JOB DESCRIPTION

Post:	Family Support Worker, SPECS Initiative.
Employer Body:	Bray Area Partnership (BAP).
Reporting to:	Early Intervention & Family Support Manager
Location:	Bray area and environs.
Terms and Conditions:	Part-time, minimum 28 hours per week, with possible additional hours subject to funding. Fixed-term contract position up to December 2023 with extension subject to funding and contract conditions.
Salary:	Commencement point of applicable pay scale between €33630-€38137 pro rata depending on experience plus an employer's contribution to an approved pension scheme on successful completion of 6-month probationary period.
Other:	The position requires Garda Vetting

Job Function:

The Family Support Worker will operate along-side the SPECS (Supporting Parents and Early Childhood Services) team in delivering services, both home based and in group settings, to targeted parents and children. A key aspect of the work to be undertaken is to support parents build the competencies and skills necessary in their role as primary carers and educators for their children. An early intervention and prevention approach underpins the work dynamic to enable better outcomes for children and the family unit.

Principal Duties and Key Tasks:

- Building links and foster relationships with services and agencies.
- Work in partnership with families to increase their skills with a particular focus on strengthening positive parent- child relationships-at individual and group work level.
- Deliver evidence-based programmes and evidence informed interventions as required including participation in the coordination of parenting programmes and family mentoring
- Support the implementation of individual plans with families with a focus on Meitheal where necessary.
- Work with families to prevent or mitigate adverse childhood experiences and to capitalise on strengths and build resilience.
- Work in an outcomes focused manner using pre and post standardised measures.
- Provide practical supports and information to service users including assisting vulnerable families to attend mainstream and specialist services.

- Undertaking outreach and other methods of engagement in order to foster strong links with target group families in geographical communities and communities of interest.
- Undertaking research and studies to better inform practice and contributing to the monitoring of performance, outcomes and impact of the interventions implemented.
- Collecting and maintaining data and prepare reports on progress, outputs and outcomes achieved.
- Exploring innovative ways of meeting the needs of families in the local area, taking a participatory approach.
- Actively participating in best practice supports, training and learning networks.
- Performing such other duties or tasks as may be required from time to time as appropriate to the post.

Person Specification:

- Display effective communication and interpersonal skills including the ability to collaborate with colleagues, families, services etc.
- Experience of supporting and engaging with children and families at one to one and group levels.
- Ability to build relationships that enable effective casework, interagency approaches and outcomes.
- Display awareness and appreciation of the service user and the ability to empathise with and treat others with dignity and respect.
- Demonstrate the ability to make effective decisions and solve problems especially with regard to service user care.
- Be capable of influencing, motivating and facilitating at local level.
- Have the ability to work independently and as part of a team.
- Be flexible and able to adapt to new and developing situations with an openness to change.
- Possess analytical planning and organisational skills.
- Be committed to the principles of area based approaches to address local needs.
- Demonstrate ability to utilise supervision effectively.
- Demonstrate a willingness to develop IT skills relevant to the role.
- Demonstrate commitment to continuing professional development.
- Demonstrate an understanding of a community development approach to child protection and family support and of the impact of poverty and disadvantage on communities and especially its impact on parenting.
- An understanding of children's holistic developmental needs within the context of their family and community.
- An understanding of children's rights.

Qualifications:

The person to fill the Family Support Worker position will have operated within a relevant field or social inclusion context and have the necessary skills and experience to undertake the role and complete the key associated duties/tasks including:

- Knowledge and understanding of developing and progressing evidenced based and informed work with families to improve outcomes for children
- Experience of evidence-based family support methodologies/approaches with experience of home visiting, group facilitation and Meitheal desirable
- A relevant 3rd level qualification in areas such as family support, community development, health, social work etc.
- A clean driver's licence and the use of a car
- Flexibility in relation to work hours with some evening work necessary from time to time

