



Bray & North Wicklow Area Partnership

JOB DESCRIPTION

Post:	Support and Development Worker, SPECS Initiative.
Employer Body:	Bray & North Wicklow Area Partnership (BNWAP).
Reporting to:	Early Intervention & Family Support Manager
Location:	Bray area and environs.
Terms and Conditions:	Full-time equivalent, 35 hours per week. Part time may be considered. Temporary contract position up to December 2025 with extension subject to funding and contract conditions.
Salary:	Starting salary within the applicable scale negotiable, depending on experience, plus an employer's contribution to an approved pension scheme in accordance with BNWAP policies and procedures.
Other:	The position requires Garda Vetting

Job Function:

SPECS (Supporting Parents and Early Childhood Services) is an initiative in the greater Bray area funded Tusla Prevention, Partnership and Family Support (PPFS), under the ABC programme, which aims to implement an evidence-based approach to achieving positive outcomes for children and families. The main job function will be to operate as a key member of the SPECS Initiative staff team in identifying, targeting, engaging and working with key caregivers to deliver support programmes and services aimed at improving outcomes for children.

Principal Duties and Key Tasks:

- Undertaking outreach and other methods of engagement in order to foster strong links with target group families in geographical communities and communities of interest.
- Work in partnership with families with a particular focus on strengthening positive parent- child relationships-at individual and group work level.

- Delivering evidence-based programmes such as Preparing for Life and Parents Plus in the home environment and in group settings.
- Have a presence in communities, both general and targeted to foster strong links with target group families.
- Building links and foster relationships with services.
- Case Management- maintaining case files for each family and completing reports as required.
- Developing and putting in place referral systems for families and children to other relevant services.
- Collecting and maintaining data and prepare reports on progress, outputs and outcomes achieved.
- Undertaking research and studies to better inform implementation plans related content and best practice.
- Contributing to the monitoring of performance, outcomes and impact of the interventions implemented.
- Exploring innovative ways of meeting the needs of families in the local area, taking a participatory approach.
- 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.
- Strong understanding of and 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.
- An understanding and knowledge of the range of social inclusion supports and services available locally.

Qualifications:

The SPECS Initiative Development and Support Worker 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 and group supports 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.