

## PREPARING FOR LIFE HOME VISITOR

<b>Job Title</b>	<b>Home Visitor, Preparing For Life Programme (Full Time)</b>
<b>Location</b>	Preparing For Life, Northside Partnership, Bunratty Drive, Coolock, D 17
<b>Salary</b>	Commencement Salary between Point 1. €33,147 - Point 4. €39,225 Project Worker Scale (point of scale dependent on experience)
<b>Reports to</b>	Coordinator, Home Visiting Team
<b>Purpose of Role</b>	<p>Working in line with the Northside Partnership Code of Conduct, Policies and Procedures, the Home Visitor will work to a clearly outlined programme manual with the expectation of delivering the following outcomes for the targeted children, their parents and their families to achieve:</p> <ul style="list-style-type: none"> <li>• Year-on-year improvements (0 -5 years) in children's physical, psychological and emotional health, and in their educational, speech and motor skills.</li> <li>• Year-on-year improvements in parent's psychological health, aspirations for their child, and their parenting skills.</li> <li>• Improved school readiness.</li> <li>• Improved parenting and enjoyment of parenting.</li> </ul> <p>Home Visitors will deliver these objectives by:</p> <ul style="list-style-type: none"> <li>• Enabling families towards self-reliance in meeting their own needs.</li> <li>• Enabling families to meet the development needs of their child.</li> <li>• Ensuring families have access to information on available services and are enabled to utilise these services in an effective and timely fashion.</li> </ul>
<b>General</b>	<ul style="list-style-type: none"> <li>• Adhere to the Programme Manual for Preparing For Life.</li> <li>• Participate in the planning, delivery and evaluation of programme implementation as per the programme manual.</li> <li>• Participate in team training, supervision and appraisals.</li> <li>• Carry out various housekeeping duties, such as diary management, team and system updates to ensure the smooth running of the team.</li> </ul>
<b>Family Support</b>	<ul style="list-style-type: none"> <li>• Work with a case-load of families as directed by Home Visiting Coordinator. This work will take place both in the family home and also in various other locations in the community.</li> <li>• Assess the family's needs to identify support delivery.</li> <li>• Set clear ground rules as to the role; clearly communicate the breadth of the Home Visitors' remit to avoid unrealistic expectations.</li> <li>• Support parents/children to access appointments with various specialists as appropriate and accompany parents/children at these appointments where necessary. At all times work to support parents to be proactive in their parenting role to avoid creating a dependency by parents on the mentor (boundary management).</li> <li>• Develop quality relationships with families based on mutual respect, clear communication, integrity, honesty and confidentiality.</li> </ul>

	<ul style="list-style-type: none"> <li>• Mentor families through the delivery of a 'set of messages' and skills as laid down in the programme manual.</li> <li>• Support parents/families to develop their confidence and self-sufficiency in child rearing through positive feedback, role modelling, ongoing constructive discussion and one-to-one mentoring.</li> </ul>
<b>Case Management</b>	<ul style="list-style-type: none"> <li>• Maintain case files for each family and complete reports as required by the programme or evaluators in line with Freedom of Information guidelines. Home Visitors will record all required data on the PFL database designed for the programme.</li> <li>• Liaise and collaborate with other project personnel and personnel from other agencies as appropriate.</li> <li>• Participate and contribute in case study workshops and team meetings.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Performing any other duties assigned from time to time by the Coordinator or programme manager or line manager.</li> </ul>

### **Person Specification**

Candidates are encouraged to apply for this role with the requirement that they can demonstrate both the relevance of their skills and experience. It is likely that the person appointed will demonstrate a genuine commitment to Northside Partnership's ethos and vision. NSP is committed to implementing an Advantaged Thinking approach which focuses on identifying, developing and investing in skills, capabilities and assets of the people we work with. The successful candidate will ideally have the skills and attributes as detailed below.

#### **Qualifications**

- Degree (level 7) in social care, health, education, Youth and Community, or equivalent work experience

#### **Essential Experience/Knowledge**

- Demonstrated knowledge and experience in child development.
- Demonstrated knowledge and experience in supporting clients through a mentoring and coaching approach.
- Demonstrated knowledge and experience in working with families in a range of settings, including homes, particularly in an area of disadvantage.
- Demonstrated knowledge of Children First and Child Protection procedures.

#### **Desirable Experience / Knowledge**

- Knowledge of existing statutory services within the North Dublin area.
- Experience in managing a caseload and maintaining appropriate documentation.

#### **Personal Skills**

- The ideal candidate will be a self-starter, have initiative, be highly motivated, be well organised, be a good team player and have flexibility regarding his/her hours at work so as to meet families' needs.
- Good communication skills and an ability to build good relations and liaise effectively with other agencies.
- The person will have the capacity to reflect on his/her practice and accept his/her limitations.
- The person will be open to accepting feedback and coaching support on an ongoing basis.
- The person will have the ability to adhere to the programme manual.
- The person will be able to set reasonable goals and identify and build on positive changes however small.
- The person will demonstrate an ability to work in a non-judgmental way with all families regardless of their family circumstances.

***Prior to engaging with families training will be provided to the successful candidate.***

TERMS AND CONDITIONS OF EMPLOYMENT	
Location	<b>Preparing for Life – Northside Partnership, Bell Building, Darndale, D17</b>
Salary	Project Workers Scale – Point 1 – Point 4, Subject to Experience
Contract Type	Permanent role, subject to continuation of funding
Annual Leave	22 working days (pro-rata) exclusive of public holidays
Travel & Subsistence	Travel and subsistence will be paid at public sector rates
Probation	A probationary period of six months will apply