

Family Support Worker - Equal Start

Recruitment Pack



Closing Date: 23rd October @
12pm

EMAIL YOUR APPLICATION FORM
TO:
RECRUITMENT@NORTHSIDEFRC.IE



NORTH SIDE
FAMILY RESOURCE CENTRE

Job Description	
Job Title:	Family Support Worker
Name of Employer:	Northside Family Resource Centre

Northside Family Resource Centre, since its establishment in 1987, has sought to respond to the needs of the local community by providing the following:

- structures which facilitate local people to support each other and search for ways to improve the quality of life in the area
- services in answer to the needs of families and family members
- support for those most disadvantaged and socially excluded

The successful candidate will be employed by Northside Family Resource Centre and will report to the Coordinator of Community and Family Services and ultimately to the Voluntary Board of Management through the CEO.

The Family Support Worker is funded through the Government’s new Equal Start Initiative. This initiative aims to support parents and families experiencing disadvantage to be empowered with the knowledge, tools and supports necessary for children to have equitable access and participation in Early Learning and Care and School Age Childcare Services.

The worker will be responsible for the assessment of needs, referrals to appropriate services and provision of one-to-one and group support to children and parents. Universal provision is also a core part of the work creating social groups and clubs for parents.

Key Areas of Work

- To work with parents/guardians whose children are attending Northside FRC’s children’s services in a variety of ways, including group and individual work and location-based work as well as outreach work (in the home).
- To provide a one-to-one, non-judgmental, confidential support to parents in line with the Centre’s work-plan.
- To plan, implement and review programmes for parents based on an

NORTHSIDE

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assessment of their individual and group needs.

- To recognise signs of physical, sexual and emotional abuse, neglect and any concerns regarding the welfare of children. To record concerns promptly and accurately. To consult with the Designated Liaison Person and take appropriate action in accordance with Northside Family Resource Centre Child Protection Policy.
- Fulfil the duties under the Children First Act 2015 (Mandated Person).
- To keep regular records in relation to all aspects of work and prepare reports as required. To document the work in line with funding requirements.
- Ensure that the work of the Centre is in keeping with the aims and objectives of the Family Resource Centre Programme.
- Encourage families to engage in services provided by other local groups and external agencies and advocate on their behalf.
- Work with the relevant statutory and voluntary agencies and facilitate inter-agency co- operation.
- To work in partnership with other services within Northside FRC to best meet the needs of children and families.
- Take an active role in the promotion and delivery of Meitheal for children and families in the catchment area.
- Work closely with the management team to promote and support local voluntary and community activities that benefit the target groups of the Centre and address disadvantage and inequalities.

Monitoring and Evaluation

- Evaluate existing activities with the target groups to ensure we continue to respond to their needs.
- Use participatory research techniques where children and parents design the projects and programmes.
- Model service delivery on international best practice
- Work closely with other FRC Projects in the development of services

General

- Undertake other relevant duties as requested from time to time by the CEO, Coordinator of Services or the Voluntary Board of Management.
- Take responsibility with other staff for the general work of the Centre

NORTHSIDE

FAMILY RESOURCE CENTRE

- Adhere to Health and Safety Statement and relevant policies. This includes reporting any concerns regarding onsite/ off site to management in the FRC.
- Undertaking Health and Safety risk assessments for any activities and use of venues in connection with the delivery of services.
- The safety and welfare of children and young people is a key priority. Employees must follow Children First National Guidance for the Protection and Welfare of Children 2017.

Person Specification

Job Title: Family Support Worker
Name of Employer: Northside Family Resource Centre

This Person Specification is a description of the skills, knowledge and experience required for the position of Family Support Worker with Northside Family Resource Centre

Essential	Desirable
<ul style="list-style-type: none"> • A minimum level 7 academic/educational qualification in a related field, for example, social care, ELC, community development, family support. • 2 Year post qualification experience of working with vulnerable families. • Experience of working in partnership with families and carers. • Experience of providing information and support to individuals and groups • Computer skills and knowledge of computer packages • Excellent communication and presentation skills • Full driving license and access to own transport 	<ul style="list-style-type: none"> ▪ A relevant level 8 academic / educational qualification or higher (family support or related field) ▪ Experience and skills in group facilitation ▪ Experience of planning, implementing, and reviewing programmes. ▪ Experience in facilitating parent programmes such as Incredible Years, Parents Plus, Circles of Security and/ or Baby Massage/reflexology ▪ Knowledge and experience of the community and voluntary sector ▪ Experience of team working and collaborating with other professionals. ▪ Experience and skills in writing effective reports ▪ Experience of completing successful funding applications

How to Apply: Please **DO NOT** send your CV. Application forms and explanatory notes can be found at www.northsidefrc.ie/vacancies. Only completed application forms will be accepted for shortlisting. Forward application to recruitment@northsidefrc.ie before **23rd October 2024 no later than 12pm**. All informal enquiries can be directed to maryharty@northsidefrc.ie

NORTHSIDE

FAMILY RESOURCE CENTRE

Terms of Employment	
Job Title:	Family Support Worker
Name of Employer:	Northside Family Resource Centre

Accountability: The Family Support Worker will be responsible to the Voluntary Management Committee and the CEO, through the Coordinator of Community and Family Services.

Hours of Work: Full-time, 35-hour post Monday to Friday where the worker is available between 08:00 to 18:00. The Family Support Worker will be expected to be flexible about evening work for which overtime will not be paid but time-off-in-lieu will be granted. The contract is permanent and will be subject to continued funding. A 6-month probation period will apply.

Salary: The role is offered at no less than €35,408 and is commensurate with qualifications and experience. Weekly and Monthly pay frequency option available.

Pension: The Company will make a provision for a pension, at the rate of double your contribution and subject to a maximum of five percent of the gross salary, subject to funding.

Confidentiality: The Family Support Worker will be expected to observe confidentiality at all times in relation to the business of the Family Resource Centre.

Holidays: Twenty-five days per annum pro rata plus public holidays, with two additional privilege days (Christmas Eve, and Good Friday).

Garda Vetting: The position is subject to the completion of a satisfactory Garda Vetting process.

Northside Family Resource Centre is an Equal Opportunities employer.