

Northside Family Resource Centre	
Job Description	
Job Title:	Equal Start Early Intervention Practitioner
Name of Employer:	Northside Family Resource Centre

Background:

Northside Family Resource Centre, since its establishment in 1987, has sought to respond to the needs of the local community by providing opportunities to local people to support each other and search for ways to improve the quality of life in the area.

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 role of the Early Intervention Practitioner is to support families who attend the early years' service. He/she will be responsible for assessment of needs, referrals to appropriate services and provision of one-to-one support to children and parents.

Northside FRC recognises the significant gaps in access to services for children living in areas of disadvantage. We are seeking to close the educational gap as early as possible through embedding a specialist into our early years' services.

The post holder will be expected to:

- Adhere to the Child Protection Policy of NFRC and ensure any concerns are acted upon immediately and appropriately.
- Keep strictly confidential any personal information relating to the children, their families or members of staff learnt as part of the job.

Key areas of work:

Needs assessment

- Work closely with Early Years Coordinator and Team Leaders to identify children and families in need of support and interventions.
- Assess needs of families and children attending the early years' service
- Monitor and manage referrals from staff and parents

Intervention

- Prioritise need and devise intervention plans

NORTHSIDE

FAMILY RESOURCE CENTRE

- Identify opportunities for service development to meet the needs of children and families
- Provide ongoing individual support to parents and children, linking them with other services as required
- Design and deliver CPD for staff
- Devise and run information sessions for parents.
- Make referrals to other services where appropriate
- Keep detailed records of all interventions with children and parents.

General

- Develop and deliver a research project on this initiative in cooperation with the Management Team
- Promote the pilot locally, regionally and nationally
- Seek long-term funding opportunities to secure a sustainable model
- Access appropriate professional support and supervision
- Additional tasks that may be deemed necessary by the Management Team.

Northside Family Resource Centre	
Personal Specification	
Job Title:	Early Intervention Practitioner
Name of Employer:	Northside Family Resource Centre
Essential	Desirable
<ul style="list-style-type: none"> ▪ A qualification to, at least, NFQ Level 8 in Behavioural Therapy; Speech and language Therapy; Play/Music/Creative Therapy Occupational Therapy; or equivalent ▪ Minimum of 2 years post qualifying experience ▪ Membership of appropriate professional body ▪ Knowledge and experience of working with vulnerable families. ▪ Excellent report writing skills. ▪ Good computer skills. 	<ul style="list-style-type: none"> ▪ Experience of working with a Voluntary Board of Directors. ▪ Experience of working with multiple cultures and a variety of target groups. ▪ Management Training. ▪ Post-graduate Qualification in a related field ▪ Research and report writing experience

Northside Family Resource Centre	
Terms of Employment	
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Accountability

The Practitioner will report and be responsible to the Coordinator of Community and Family Services and ultimately the Voluntary Board of Management through the CEO.

Hours of Work

- The post will be full-time i.e., 39 hours per week, Monday to Friday between 8a.m. and 6p.m. A reduced working week is an option.
- The Early Intervention Practitioner will be expected to be flexible about evening and weekend work for which overtime will not be paid but time-off-in-lieu will be granted.
- The contract is permanent full time subject to continued funding.
- There is an expectation the Practitioner will work across sites as required all of which are located on the Northside of Limerick City.
- A six-month probation period will apply.

Salary

The salary scale will be no less than €38,777 per annum and will be offered at a level that is commensurate with qualifications and experience.

Pension

A pension scheme, to which management contributes, is in operation post probationary period and granting of permanency.

Confidentiality

The Practitioner will be expected to always observe confidentiality in relation to the business of the Family Resource Centre.

Holidays

Twenty-five days per annum plus 2 privilege days and public holidays.

Garda Vetting

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