

Job Title	Social Care Worker
Date Prepared	8 th January 2021
Reports To	Team Leader
Roles Reporting	None
Key Relationships & Interactions	<p>Internal Residential; Day Services; Clinical, Quality, Resources</p> <p>External Parents/guardians; Community Health Services; Community at large</p>
Terms & Conditions	<ul style="list-style-type: none"> • Salary HSE Scale DOE. • 169 hours per month on a 7 day roster • 35 days annual leave per annum • Award winning Wellbeing Programme • Flexible work hours including sleepovers, weekends and bank holidays <ul style="list-style-type: none"> ○ 50% premium payment paid for Sunday hours ○ Double time payment for Bank Holiday Hours ○ €7.80 allowance paid for Saturday shift ○ €68.60 per sleepover allowance paid (6-8 per month) ○ Paid on call as per rostered system • The location of the work may vary within the Dublin area
Job Overview	To support people with an intellectual disability according to their wishes and desires and in accordance with the mission and values of the organisation. To empower people supported to live self determined lives in socially inclusive communities. To support families as appropriate and in accordance with the wishes of the person supported. To build social capital in the communities in which our service users live.

	<p>WALK specialises in the support of people with intellectual disabilities and complex needs. These complex needs may include mental health issues and/or challenging behaviour. Our supports are based on a human rights based model using a low aversive non-aversive philosophy.</p>
<p>Key Result Areas</p>	<p>Key Outcomes</p>
	<p>The successful candidate will be responsible for achieving the following key* outcomes:</p> <ol style="list-style-type: none"> 1. Ensuring the person is supported in the least restrictive environment. 2. Ensure the human rights of the person supported is upheld to the highest standards 3. Ensure people are supported in accordance with a low arousal non-aversive philosophy 4. Ensure that agreed Personal Outcomes Measures goals are achieved within the agreed timeframe 5. Ensure that a safe home environment is maintained 6. Ensure that the person supported in motivated to try new things and overcome obstacles to progress 7. Ensure that work is prioritised so that key commitments are kept 8. Ensure that all supports are person centred and in line with the wishes of the person supported 9. Ensure that you work as a positive contributing member to your staff team and the organisation 10. To work on issues relevant to the community in which people you support live, work and socialise 11. To ensure that people you support have socially valued roles in their community <p>*Note: You will be responsible for delivery of other agreed outcomes as part of the Probation and Performance Development System</p>

Essential Criteria – to be assessed by CV	<ul style="list-style-type: none"> • A relevant third level qualification in social care or related field • Prior experience as a Social Care Worker • Have experience supporting individuals whose behaviour can challenge.
Desirable Criteria - to be assessed by CV	<ul style="list-style-type: none"> • Experience in supporting people with Intellectual Disabilities and Autism through an autism/trauma/addiction informed approach. • Demonstrated ability to support Adults with complex needs (mental health challenge and/or challenging behaviour) in community settings • Knowledge and experience of implementing National Standards and Regulations such as HIQA. • Experience working with quality systems such as POMS, CQL or PQASSO.
Competencies – to be assessed at interview	<ul style="list-style-type: none"> • Human Rights Based Approach • Low Arousal Philosophy & Practice • Resilience, Positive Attitude & Openness to Change • Effective Communication & Working Relationships • Planning, Organising & Prioritising • Innovation, Creativity & Problem Solving
Personal Competencies - to be assessed at interview	<ul style="list-style-type: none"> • Values in line with the organisations • Excellent communication skills with proven ability to develop positive relationships with a variety of stakeholders • Demonstrated understanding of a human rights based approach to supporting people with disabilities • Strong understanding and track record in building social capital and achieving socially valued roles for people with intellectual disabilities • Excellent judgment • Ability to build and maintain effective relationships • High level of critical reasoning ability (verbal, numerical and conceptual)

- Track record in planning and organising in complex environments
- Demonstrated focus on achieving outcomes
- High level of creativity and innovation in problem solving
- Proven record of resilience and person centred focus
- Demonstrates ability to plan, organise, & prioritise own work
- Establishes & maintains effective working relationships & fosters cooperation & teamwork.
- Exercises independent judgment
- Demonstrates tact & diplomacy in representing the organisation.

This job description indicates the main functions and responsibilities of the post and is subject to review and amendment in the light of changing circumstances and may include other duties and responsibilities, as may be determined from time to time.

WALK

Registered Charities Number: 20028008

CHY No: 10777

Companies Registration No: 322400