

**JOB & PERSON PROFILE**

**PROJECT WORKER 2 - Maternity Cover**

**Strabane Family Centre**

**Job Reference Number: NI057/17**

Barnardo’s vision, mission and values

**Vision:** to realise Thomas Barnardo’s dream of a world where no child is turned away

**Purpose:** to transform the lives of the UK’s most vulnerable children

**Mission:**

* to reach and help those children whose voices are unheard and whose needs are unmet
* to defend, safeguard and support them at key moments to change their lives for the better
* to fight to change policy, practice and public opinion, and
* to inspire our people and partners to unite behind our cause.

**Values:**

* respecting the unique worth of every person

**PLEASE NOTE**

**Barnardo’s uses generic job profiles and person profiles when advertising its posts.**

**Therefore when completing the application form applicants must also take account of the Service specific information provided in the pack and evidence should be provided based on all the information sought and in the context of the service specific qualifying factors outlined in the person profile.**

* encouraging people to fulfil their potential
* working with hope
* exercising responsible stewardship

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| **SERVICE SPECIFIC INFORMATION**  **Strabane Family Centre** | |
| The information contained below represents the specific area of work undertaken by the Service and is included to provide guidance to applicants on the context of this particular post. | |
| **Initial Location of Post:**  *NB: Barnardo’s reserve the right to reasonably move staff to any location where work is to be carried out* | **Address:**  Barnardo’s Strabane Family Centre  2A Melmount Road  Strabane  BT82 9BT |
| **Contact Telephone Number:**  *To be notified on appointment* |
| **Client Group:** | Referred and non-referred families and children living in the previously known Strabane District Council area. |
| **Service/Support Offered:** | Strabane Family Centre has been in operation since 1985. The centre currently operates under a Service Level Agreement with the Western Health and Social Care Trust to provide assessed services to families and children up to the age of 12 who have been deemed to be in need of support or protection. Among the services offered by the family centre are therapeutic interventions with children in areas such as identity and life story, self-protection and interventions aimed at supporting children’s emotional well-being. Work is also undertaken with parents and carers to promote healthy relationship and enhance attachment between them and their children  In the past 6 years the family centre has secured the lead role for the co-ordination of the Family Support Hub which provides services to families with emerging vulnerabilities. The Hub aims to support families and children up to the age of 18 and is a mechanism for enhancing support services to families in Strabane. |
| **Hours of Business:** | Monday to Friday 9 am to 5 pm |
| **Out of Hours Working:** | N/A |

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| **JOB PROFILE** |

**JOB TITLE**: **Project Worker 2**

**GRADE:** **P26 to 34** (**E26C** if Social Worker)

**REGION**: **Northern Ireland**

**LOCATION** You will be based at Strabane Family Centre.

However, you may be required to work at any place where work has to be performed on behalf of Barnardo’s as it may reasonably determine.

**ACCOUNTABLE FOR (STAFF):** Relevant staff and volunteers

**RESPONSIBLE TO:** Children’s Services Manager

Job Purpose:

To provide advice, support and services to children, young people and their families in accordance with the aims and objectives of the service.

Key Responsibilities:

**For Service Users**

* To work with children, young people and their families, on a one to one or group basis, using a variety of interventions, to identify needs and to achieve positive outcomes.
* To work in partnership with parents/carers to empower them and to enable them to achieve better outcomes for their children.
* To work co-operatively with children’s services, health agencies and other community based services, to provide the most effective service for children young people and families.
* To take responsibility for the more complex cases/situations presenting within the service.
* To contribute to Service development.
* To apply safeguarding and child protection procedures.

**For Resources**

* To be responsible for equipment/resources linked to service delivery.
* To be responsible for case note recording, contributing to report writing and producing and keeping management information.

**For People (Staff, Students, Volunteers)**

* Supervision\* of staff, students or volunteers may be expected

\*allocating work, day to day supervision and support

**For Health and Safety**

* To promote, monitor and maintain health safety and security in the working environment

This Job Description and Person Specification reflect the duties of the post as they exist at this time and may be subject to changed based on the needs of the Department Programme. The post-holder may be required to undertake other duties commensurate with the salary and competence requirements of this post from time to time as required.

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| **PERSON PROFILE** | | | | |
| **POST TITLE:** | | **Project Worker 2** | | |
| **REGION/NATION:** | | **Northern Ireland** | | |
| **LINE MANAGED BY:** | | **Children’s Services Manager** | | |
| **SUPERVISORY RESPONSIBILITY FOR:** | | Supervision\* of staff, students or volunteers may be expected \*allocating work, day to day supervision and support | | |
| **Requirement** | **Service Specific Qualifying Factors** | | **Essential/**  **Desirable** | **Method of Measurement** |
| **Knowledge/Qualifications**  * Qualification mandatory for practice      * Awareness of factors impacting on and issues facing vulnerable children and young people and families (e.g. disadvantage, poverty, disability). * Knowledge of child/young people development * Knowledge of safeguarding and promoting the welfare of children * Knowledge of legislation relevant to service aims | Social Work Qualification e.g. B.Sc. Degree in Social Work | | **All Essential** | **Application form** & Assessed at Interview  Assessed at Interview  Assessed at Interview  Assessed at Interview  Assessed at Interview |

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| **Requirement** | **Service Specific Qualifying Factors** | **Essential/**  **Desirable** | **Method of Measurement** |
| **Experience**  Experience of direct work with children, young people and families.  Experience of applying safeguarding and child protection policies and procedures. | Demonstrable experience of working therapeutically with children/young people and their families  Experience of assessment  Experience of writing reports for case conferences and court proceedings  Experience of working and communicating effectively in  multi-agency settings | **All Essential** | **All Application form** & Assessed at Interview |
| **Skills**  Ability to listen to and communicate effectively with children and young people  Ability to work as part of a team.  Ability to supervise work of others  Ability to accurately and clearly record case notes deploying the necessary standard of writing and IT skills.  **Skills cont…**  Ability to write reports and produce other management information  Ability to analyse and resolve problems occurring in relation to service users and or staff supervised.  Ability to apply Barnardo’s safeguarding and child protection procedures | Ability to apply creative solutions to identified need  Ability to engage effectively with service users and demonstrate impact of interventions.  Demonstrable ability to prioritise,  meet deadlines and assess and  manage risk is an integral  part of this post | All Essential    All Essential | All Assessment at Interview    All Assessment at Interview |
| **Please Note:** Applicants must demonstrate in their application form that they currently use the skills outlined above or have used them previously in employment, education, training, volunteering etc. | | | |

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| **Requirement** | **Service Specific Qualifying Factors** | **Essential/**  **Desirable** | **Method of Measurement** |
| **Circumstances/Health**  Staff will have to abide by Barnardo’s Smoking Policy which does not permit smoking at work | The successful applicant will be required to undertake mandatory and other training required for the role as identified by Barnardo’s and be expected to participate in team meetings and formal individual & group supervision  The successful applicant will be subject to an enhanced Access NI check with Barred list. | Essential  Essential | Assessment at Interview  Post Selection Check |
| **Managing Diversity**  Candidates should be able to recognise the unique potential that individuals from differing backgrounds, experiences and perspectives bring to Barnardo’s. | It should be implicit in the information provided in their application form that applicants understand the issues faced by people whose life experiences differ from their own. | Essential | Assessment at Interview |

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| **Requirement** | **Service Specific Qualifying Factors** | **Essential/**  **Desirable** | **Method of Measurement** |
| **Basis and Values**  Candidates should be able to respect Barnardo’s basis and work in accordance with our values |  | Essential | Assessment at Interview |

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| **OUTLINE TERMS & CONDITIONS OF EMPLOYMENT** | |
| The following information represents the key terms & conditions of this post and should not be viewed as a Contract of Employment. | |
| **This post is fixed term 01September 2017 to 31 March 2018 to cover maternity** | |
| **Salary:** | £23,427- £30,147per annum. Grade E26C paid pro rata. |
| **Hours:** | 28 hours per week worked to meet the exigencies of the service |
| **Place of Work:** | You will be based at Barnardo’s Strabane Family Centre 2A Melmount Road, Strabane BT82 9BT. However, you may be required to work at any place where work has to be performed on behalf of Barnardo’s as it may reasonably determine. |
| **Pay Periods:** | 23rd monthly; direct to building society/bank account |
| **Probationary Period:** | Normally six months |
| **Appraisal:** | Annual |
| **Holidays:** | 26 days per annum. Leave entitlement is increased by 3 days on completion of 5 years’ Barnardo’s service.  In addition ten statutory holidays are granted. |
| **Pension:** | Auto-enrolment to Barnardo’s Retirement Savings Plan |
| **Smoking Policy:** | Barnardo’s operates a smoking policy |
| **CLOSING DATE FOR RECEIPT OF COMPLETED APPLICATIONS IS**  **12 NOON ON Friday 25 August 2017**  **INTERVIEWS WILL BE HELD : Week beginning 11 September 2017**  **A waiting list of suitable candidates may be held for up to nine months for similar posts which may become available** | |