



MACS is the leading specialist youth homeless charity in Northern Ireland. We provide 24/7 supported housing to young people leaving care and who are homeless, floating support to young people in the community, shared tenancies, prison resettlement and wellbeing support.

OUR VISION:

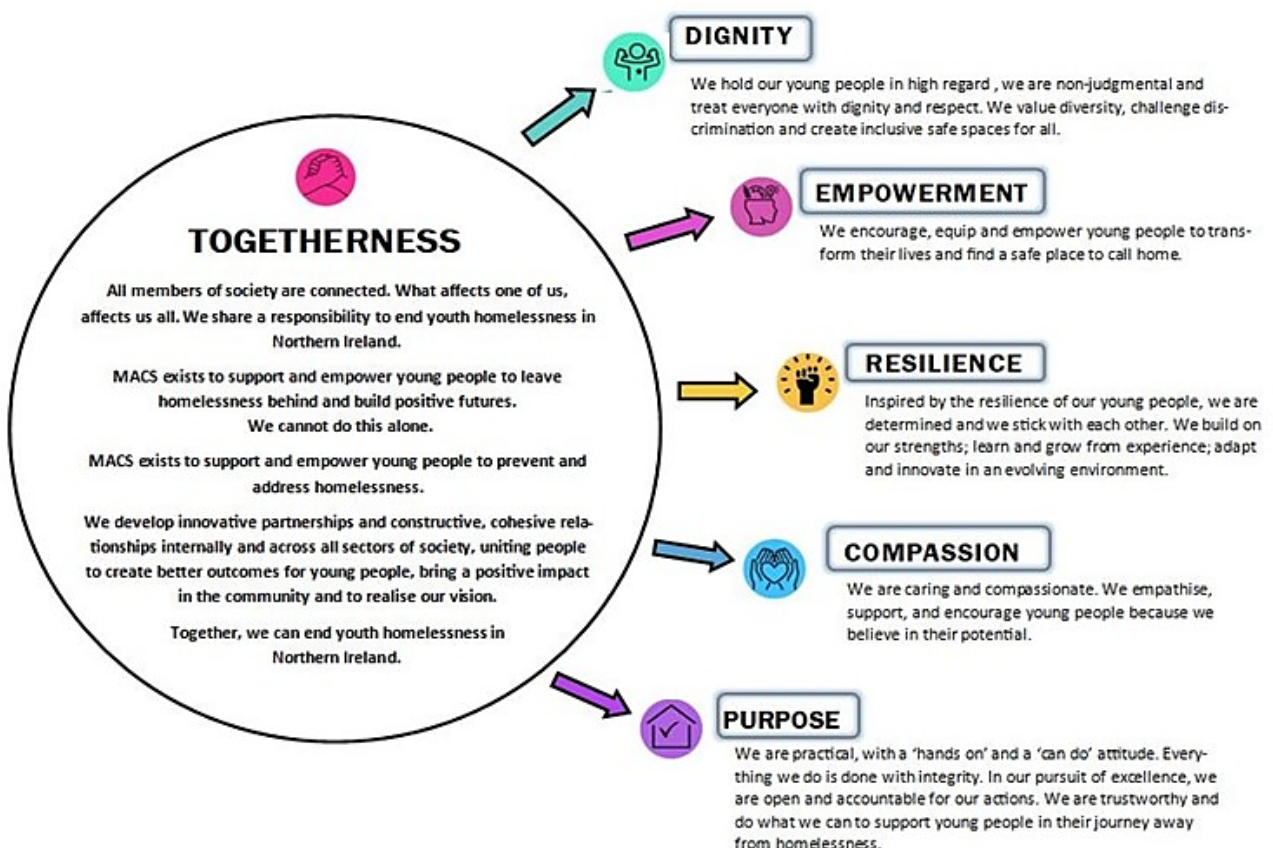
An end to youth homelessness in Northern Ireland

OUR MISSION:

Together we will empower young people on their journey to find a safe place to call home and build brighter futures.

OUR VALUES:

Everything we do as an organisation is underpinned by our core values. We live these values in the way we interact with colleagues, children and young people and all external stakeholders.



In MACS we encourage an interdependent way of living. We actively encourage personal and professional development so that our young people and staff can reach their fullest potential.

OUR CULTURE:

Interdependence – MACS recognise that as social creatures, we cannot exist totally independently from others.

Personal Growth and Development - We invest in our staff and young people, challenge their thinking and encourage training to increase skills and knowledge.

Learning from Mistakes - Our ethos and belief are that by examining what went wrong, we can improve and use the learning.

Self Determination and Autonomy - MACS employ experienced and skilled staff that we trust to work effectively and safely with our young people.

Judging Others - MACS recognizes that judgements are natural, however we ensure that ours are examined and explored in a way that results in a positive outcome for all.

Communication - We have a friendly, relaxed, engaging and warm attitude that fosters positive communication between young people and the organization as a whole.

Trust and Integrity - We earn trust from young people and other professionals by consistently delivering top quality services, underpinned by trust and integrity.

Involving Yourself - MACS welcomes input from all staff and young people and encourages participation in having your say and embracing new opportunities.

We expect all staff to commit to and embrace the vision, mission, values and culture of the organisation as defined above.

FLOATING SUPPORT AND OUTREACH

JOB DETAILS

Job Title:	Wellbeing Practitioner
Conditions:	Full Time, Fixed Term until 31 August 2026
Responsible to:	CiN Area Manager
Location:	303 Ormeau Road, Belfast BT7 3GG
Hours of Employment:	Full Time: 35 hours per week. Working Hours may include evenings, weekends and bank holidays and may change to reflect the needs of the young people.
Salary:	£29,840 per annum and pension 4% of salary.
Holidays:	36 days per annum, increasing by 1 day per year of service up to a max of 41 days per annum. Increase is effective from the 1st April each year, once a full year of service has been completed (all annual leave entitlements are pro rata for part time).

This holiday entitlement is inclusive of Bank/Public Holidays and given the nature of the business, it will sometimes be necessary for you to work on Bank/Public Holidays, so you have access to use this holiday entitlement at another time. MACS also offer a double pay rate for essential shift cover in its Supported Housing Services on specific bank / public holiday dates.

It will be a requirement of this post to be registered with the Northern Ireland Care Council (NISCC).

JOB DESCRIPTION

ROLE OVERVIEW

The post holder will support children aged 8-13 years old as part of a brand-new National Programme within The Children's Society funded by the BBC Children in Need "A Million and Me" Award. The role will be based locally with lines of accountability to the Area Manager.

The grant from BBC Children in Need in partnership with The Health Foundation and Impact on Urban Health is funding a brand-new early support programme which will support children and their families across England, Wales, Northern Ireland and Scotland, with a strong focus on those children and families within marginalised communities. Our ambition is to support children and their families as early as possible to help prevent children developing and experiencing and mental health difficulties as they become teenagers.

The programme will offer one-to-one time-limited psychosocial interventions to children and their families. We will utilise solution-focused approaches to provide children, parents/carers and their families with a toolbox of strategies to help support the child's emotional health and wellbeing and manage their feelings. The direct work with children and families will be supported by digital interventions, through the use of our own wellbeing app "Me Time".

This Job Description demonstrates the job role, duties and responsibilities:

User, Stakeholder and Community Engagement:

- To deliver holistic support (on a one to one and group work) via face-to-face, digital and telephone to children, aged 8-13 struggling with their emotional health and wellbeing and their parents/carers where applicable.
- To assess and support children's self-management of their recovery through step care approach, including informal assessment and Goal Based outcomes for service users.
- To build positive and effective relationships with family members, in particular parents and carers, in order to support their children with their emotional health and wellbeing.
- Where appropriate, to offer interventions directly to parents/carers with the aim of improving the child's emotional health and wellbeing.
- Identifying risks and/or managing disclosures of a safeguarding nature ensuring that referrals are made whilst escalating where appropriate in line with MACS safeguarding policy.
- Working collaboratively with partners, who may have different working practices, whilst ensuring that the needs of the children are met.
- Understanding and recognising all levels of mental health concerns and have knowledge of safety planning
- To keep abreast of mental health concerns and ensuring that own continuous professional development takes emerging themes into account so that the benefit of this learning can be utilised in practice.
- Awareness of local support services, particularly in relation to emotional health and wellbeing, in order to effectively signpost and/or refer on where necessary.
- Creative engagement with children (e.g. play) so that style and approach is adapted to meet

the individual and/or presenting issue.

- Acknowledging and understanding different cultural backgrounds and lived experiences and utilising that knowledge to deliver inclusive practice.
- To have an appreciation of the impact of adverse childhood experiences (ACE's) and trauma. Being mindful of strategies that can mitigate the impact of such experiences.
- To empower children to have a voice in the service, as well as through their own wellbeing journey.
- To contribute to the overall monitoring and evaluation of the programme including but not limited to; supporting children and families to share their voice and experience, recording of data and outcomes and gathering feedback from children, parents and carers.

Learning and Development

- Reflection, personal and professional development both individually and as part of the team.
- To prepare and engage in monthly supervision and team meetings to work on agreed targets, alongside Line Manager.
- To prepare and update Learning and Development plan in relation to team and individual training needs.
- Contribute to the induction and support of new staff.

Governance

- To adhere to MACS Policies and Procedures including Safeguarding and Lone working as well as adhering to NISCC standards of conduct and practice.
- Working effectively within a team, ensuring information is communicated with children, young people and external agencies.
- Ensure health and safety standards and fire regulations are maintained and any concerns or repairs are reported promptly.
- To ensure all recordings and communication is in line with statutory and MACS requirements and GDPR guidelines
- To work effectively ensuring information is communicated in a timely and appropriate manner in line with GDPR guidelines.
- To be pro-active in service development, network with external agencies and promote of the profile of MACS.
- Awareness and involvement in the management of team budgets and identify sources of funding to meet the needs of young people i.e. grants, Social Security etc.

Other Duties

- Be required to undertake any other duties to ensure the effective, safe delivery and development of services.
- Be flexible and willing to adapt to the changing needs of the children, young people and service, always putting children and young people first.
- To work a pattern that meet the needs of the children and young people.

PERSONAL REQUIREMENTS

- The ability to plan and prioritise workload
- Excellent communication skills
- High level of attention to detail and accuracy
- Good interpersonal and team working skills with a flexible and adaptable attitude to work
- Able to be a self-starter with the ability to use initiative
- To demonstrate effective leadership skills
- The ability to understand and work in accordance with MACS ethos and values base
- The ability to communicate effectively to a wide range of people, particularly young people and stakeholders
- The ability to accept direction and supervision
- The ability to maintain a comprehensive and up to date written record of work undertaken
- To have the commitment to undertake relevant training
- To work as a team member and assist in developing and shaping the Service to meet Young People's needs and strategic objectives
- Good time keeping skills
- To represent MACS in a professional manner
- To work on own initiative and make decisions (autonomous) in a responsible and accountable manner
- To be resilient and compassionate in a challenging environment

PERSON SPECIFICATION

SKILLS AND KNOWLEDGE REQUIRED BY POST HOLDER		
CRITERIA 1	CRITERIA	ASSESSMENT STAGE
<ul style="list-style-type: none"> • 2 years’ experience of working with young people aged 8-13 in a school setting or community-based support or similar environment <p>OR</p> <ul style="list-style-type: none"> • Degree in Social Work, Youth and Community Work or similar <p>AND</p> <ul style="list-style-type: none"> • 1 years’ experience of working with young people aged 8-13 in a school setting or community-based support or similar environment 	ESSENTIAL	SHORTLISTING
CRITERIA 2		
<ul style="list-style-type: none"> • Experience of working in settings with children aged 8-13 including provision 1:1 sessions and group work. 	ESSENTIAL	INTERVIEW
CRITERIA 3		
<ul style="list-style-type: none"> • Able to demonstrate a knowledge of the issues that children, young people and young adults face when accessing mental health services. 	ESSENTIAL	INTERVIEW
CRITERIA 4		
<ul style="list-style-type: none"> • Can develop own approach to practice based on reflection and feedback. • To be resilient and compassionate in a challenging environment. 	ESSENTIAL	INTERVIEW
CRITERIA 5		
<ul style="list-style-type: none"> • A full, current driving license with access to a car, insured for business use is required to meet the requirements of the post in full. 	ESSENTIAL	SHORTLISTING