

Barnardos: Practice Manager, Guardian ad Litem Service **(<https://www.activelink.ie/node/109701>)**



Ireland's leading children's charity is recruiting:

Practice Manager, Guardian ad Litem Service

Location: Dublin or Cork City, hybrid and with travel

Contract: Fulltime (37 hours per week) and Specific Purpose Contract

Salary: €61,448 - €76,808 DOE

Why work at Barnardos?

At Barnardos we seek to ensure that we have the best people working with us to support our work with children and families. The benefits of working with Barnardos are designed to promote continual professional development and a work-life balance for the most rewarding working experience.

- Barnardos offers a competitive salary – recognising the experience you bring to the role
- Generous annual leave entitlements
- Positive working environment with family friendly ethos and work - life balance policy
- Tax saver travel and bike to work schemes in operation
- Employee Pension scheme with employer contribution
- Training and Development
- Health and Wellbeing initiatives including Employee Assistance programme
- Company sick pay scheme

Barnardos has been providing Guardian ad Litem (GAL) services in Ireland for more than 25 years.

A Guardian ad Litem allows children to have their voices heard in certain types of legal proceedings, and makes an independent assessment of the child's interests. Barnardos runs the state's longest established service, and we are leaders in setting high practice standards.

In 2023, we supported 33 contracted practitioners in their work with 788 children from 483 families across the country.

In 2018, Barnardos was informed of the State's intention to establish a national Guardian ad Litem service under the auspices of the Department of Children.

Since then, Barnardos has continued to deliver the Guardian ad Litem service during a time of uncertainty and change, as the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) progresses the establishment of the National GAL Service.

A key part of the Practice Manager's role will be contributing to the management of the service in a period of continued uncertainty and change, and to support the transition of the work to the Department. The timeline for this has been and continues to be repeatedly delayed. Current indications suggest a minimum 2-year timeframe for it to occur.

Job purpose

As a member of the Guardian ad Litem Management team, the requirement is to assist with delivery of Guardian ad Litem

services to children with a primary focus on the supervision and training of GALs; and the revision, implementation and review of practice documentation and standards. Along with assisting with preparation for a smooth GAL service transition in the context of the National Children's Office review.

Personal attributes

- Problem-solving: Can recognise problems, interpret situations and information, offer solutions, make informed decisions, solve problems and resolve conflict effectively.
- Interpersonal skills: Communicates effectively. Has good listening skills and hears others views and concerns. Is able to manage high conflict situations effectively. Is aware of self and others, emotionally intelligent and displays appropriate use of their authority.
- Managing change: Is open to change, aware of the impact of change on themselves and others, demonstrates leadership in their approach to change and creates an open, learning environment which supports team members with the change.
- Relationships: Builds and maintains effective working relationships with their team and with children and families, other agencies, etc. Promotes a culture of involvement and consultation within the team.
- Managing performance: Motivates and encourages their team to provide quality services by being clear about roles and expected standards and supporting team members to achieve these standards. Responds proactively to performance issues.

Core Skills

The successful candidate must demonstrate competency in the following areas:

- Child focused quality practice: Ensures child-focused quality services are provided by maintaining high standards of practice with specific regard to child protection, active case management, recording and report preparation, supervision, communication and consultation with children and families, evidence-based practice.
- Project management: Is clear about the objectives and plans, organises and prioritises effectively. Has the ability to quickly adapt, prioritise and re-organise resources to meet unexpected and changing demands.
- The capacity to work alone and to manage own time effectively and efficiently.
- The ability to present information in a clear and concise way both in writing and in person.
- The ability to negotiate constructively at a senior level both inside and outside the agency.
- The ability to specify services and prepare tender documents.
- The ability to seek consultation/advice when required.
- The ability to work in manner which promotes equality and respects diversity.
- The ability to communicate clearly and contribute to the sharing of information in line with the Communications Policy.

Knowledge and Experience

- At least five years post graduate experience of working with children and families within child protection and child welfare systems including experience in the statutory child care field.
- Experience of management and supervision.
- Experience as a Guardian ad Litem is desirable
- Clear understanding of current policies and legislation affecting children (e.g. Childcare Act, Children's Act, Children First, UN Convention of the Rights of the Child, National Children's Strategy, Agenda for Children's Services).
- Knowledge of High Court, District Court, Family and Child Care Law, legal systems and working methods.
- Knowledge of TUSLA systems and working methods.
- Experience of working co-operatively with other agencies.
- Experience of preparing reports for courts and other public bodies.
- Up to date knowledge of current research in all areas of Social Work, Child Care, and Child Welfare and commitment to continued professional development.
- Experience of designing and delivering training and of practice development.
- Experience of functioning as a strong team member sharing expertise, experience and co-working.
- Experience of management of at least Team Leader/Principal Social Work level is highly desirable.

Qualifications

- Social Work -social work applicants must have a NQSW or equivalent and be registered with CORU
Or
- Psychology- psychology applicants must have a recognised post-graduate qualification or equivalent (and registered with an appropriate professional body).

Other Information

- This role requires the post-holder to travel regionally and nationally on a regular basis and have a full driving licence access to the use of a suitably insured vehicle.

For full job description and to apply please visit [Current Job Vacancies – Barnardos](https://www.barnardos.ie/about-us/careers/current-job-vacancies/) (<https://www.barnardos.ie/about-us/careers/current-job-vacancies/>)

Closing date: 12pm on 22nd August

Interview date: 02nd September (Dublin) or 05th September (Cork)

Shortlisting will apply (please note, CVs are not accepted on their own, candidates must complete and submit our application form through Barnardos website).

Barnardos is an equal opportunity employer.

We celebrate diversity and are committed to creating an inclusive environment for all.

Region

Dublin or Cork City / Hybrid

Date Entered/Updated

22nd Jul, 2024

Expiry Date

22nd Aug, 2024

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