

## **Aster Family Support / Northside Homecare Services: Community Development Worker (<https://www.activelink.ie/node/113590>)**



### **Full time Community Development Worker (37.5 hours per week)**

**Name of Employer:** Aster Family Support/Northside Homecare Services CLG

**Location:** Balbriggan, North Co. Dublin.

**Contracts & Hours:** Full time (37.5 hours) post for a Community Development Worker for our Family Resource Centre in Balbriggan.

All staff will be expected to work with flexibility according to their contracts. Evening and weekend work may be required for these positions for which time in lieu will be given.

**Full Clean Driving Licence and access to own car with appropriate insurance is a requirement for these positions.**

**These positions are subject to Garda Clearance, International Security Clearance (where required) and Satisfactory Reference Checks.**

### **Over all purpose of the position(s)**

- To provide the required response to families referred to the service agreed with the Manager.
- To support identified families in need.
- To implement Aster Family Support programmes and interventions.
- To provide practical supports that enable parents, carers and individuals to improve outcomes for themselves and their families.
- Be able to report and describe safeguarding concerns to the Manager.

### **Main Duties**

- The provision of a seamless service to families when working in partnership with other agencies and services.
- Implement the five national outcomes developed for children and any young people and to work collaboratively as part of the Meitheal programme and other initiatives
- To provide support and information to individuals attending AFS FRC and assisting families in accessing these.
- Support local community groups and network with other agencies in order to enhance services in the FRC
- To work with other staff to develop and deliver appropriate Family Support programmes
- To liaise with other agencies and service providers around the provision of Family support in the community
- To deliver group parenting support programmes and other relevant programmes to the community.
- To assess the changing needs of the community and appropriate responses.
- Working in partnerships with families in their own homes and their communities to raise awareness of the services provided by AFS/NHCS.
- Delivering practical home-based supports and interventions as described in documents, policies & procedures relating to the service.
- Ensuring AFS/NHCS services are well publicised throughout the area and participation in the development of the programmes we offer through presentations promoting the programmes etc.
- Keeping accurate and up to date records for monitoring and development purposes.
- Facilitating appropriate information sharing between, staff and other relevant agencies whilst working within the correct legislative and information sharing framework.
- Contributing to the monitoring and evaluation of all interventions, programmes and services by collecting data and

statistics as required.

- Supporting other staff members, volunteers, students and assistants as required.
- Delivering Aster Family Support services in a welcoming, inclusive manner which actively promotes anti discriminatory practices by having due regard for and giving respect to each child's and family's racial or ethnic origin, ability, gender, sexual orientation or material advantage.
- Working in partnership with agencies, other services and the community to identify and deliver quality services to children and families using our service, especially those who are hard to reach.
- Working with both statutory and non-statutory organisations to ensure best outcomes for the families we work with.
- Participating in team & project meetings and training, keeping up to date with current issues and social policy informing everyday practice.
- Adhering to Aster Family Support policies and procedures and having full regard for child protection and safe practice issues and to report and describe safeguarding concerns to the Manager in the appropriate circumstances.
- Carrying out duties as requested by the Manager or those appointed by the Manager.
- Working closely with colleagues and providing absence cover when necessary.

Flexibility around working hours is a requirement as evening and some weekend work will be a feature of these positions.

Meeting regularly with the Manager and engaging in supervision.

**Reporting to:** Head of Family Support Services and FRC coordinator.

**Rate of Pay:** The starting rate for this positions is €36,209.83 gross (pro rata).

1: €36,209.83 to year 6: €39,725.50 (per annum on a pro rata basis).

## Benefits

- Annual leave 22 days up to 25 days (year 1-Year 4).
- Mileage is paid for travel.
- Paid maternity/paternity leave.
- Aster Family Support provide on-going training for all staff.
- Employee Assist Programme.

## Working Week

Standard working week is 37.5 hours (full-time position).

Normal Working hours per week are over 5 days and according to the needs of the service. In general working hours are Monday to Saturday between the hours of 8.00am to 10.00pm

Flexibility is required based on the needs of the service.

## Education & Training

- A recognised third level qualification in; social care or related discipline i.e., addiction, social work, psychology, education or equivalent.
- QQI Level 6 is acceptable in the above disciplines with minimum of 2 years relevant work experience.
- Relevant work experience in the voluntary and community sector.
- Proficient in MS Office Suite including Word, Excel, PowerPoint, Outlook along with excellent report writing skills.
- Children First & Child Protection knowledge and training.
- Participation in training and development courses relevant to the work.

## Knowledge

- Demonstrated knowledge of safeguarding and safe practices in working with children, families and agencies.
- An understanding of evidence-based parenting programmes.
- A familiarity of the dynamics of sexual abuse and violence within families.
- Good working knowledge of Child Protection Legislation and Guidelines & Tusla's National Outcomes for Children and Families.
- Knowledge and understanding of the impact of an inter disciplinary approach when working with families.
- Knowledge and understanding of Data Protection, GDPR and Confidentiality issues.
- Understanding of a community development approach to working with families and communities.
- Demonstrated knowledge of relevant funding streams and grant applications.

## Experience

- Experience of Community Development/Family Support or similar work and understanding of community development principles and practices.
- Experience as a practitioner, in planning and providing 1 to 1 support and group interventions to children and their families and carers; including those identified as being vulnerable, using an outcomes focused approach.
- Experience in the community/voluntary sector.
- Experience of working effectively in multi-agency partnerships and settings.
- Experience of conducting outreach work/home visiting.
- Experience and understanding of the issues of working in an area of disadvantage.

## Skills and Attributes

- The ability to listen to and involve children, young people and parents in decision making processes.
- The ability to deliver evidence-based parenting and other programmes through group and 1 to 1 work. Training will be provided for specific programmes.
- The ability to make informed assessments of need, and to formulate, monitor and successfully implement appropriate plans, in consultation with families and the Manager.
- The ability to record case work in a professional and timely manner.
- Sufficient IT skills to deliver high quality practice and communicate in an office that uses Microsoft Office applications.
- Provide services to children, young people and families and give the support that is needed to build good relationships with these and internal and external stakeholders.
- Ability to work to a high standard with clear and agreed boundaries that enable them to meet project and organisation targets.
- Ability to work on your own initiative to identify and resolve problems quickly while acknowledging when to seek support from others.
- Excellent verbal and written communication skills.
- Ability to demonstrate a strong commitment to the values of Aster Family Support to enhance the lives of the children and families we work with.
- The ability to work effectively under pressure and handle changing priorities.

## Confidentiality

All information acquired by you in the course of your work with ASTER, especially that of clients or their families, must be treated with strict confidentiality both during and after termination of your employment, except where such information can and should be shared in confidence with professionals from other services involved in the care of the client & their children particularly in relation to any Child Protection & Welfare concerns.

## Performance

- As part of a performance management system you will participate in regular support & supervision meetings with your Manager.
- You will undertake any training which Aster considers necessary for your further development.

## Policies and Procedures

You must read and be aware of the Policies and Procedures of ASTER as outlined in the Staff Handbook.

## Application process:

Please apply by emailing **completed application form** together with cover letter & Data Protection Statement to [info@asterfamilysupport.ie](mailto:info@asterfamilysupport.ie) (<mailto:info@asterfamilysupport.ie>). The subject line of the email should contain '**Application for Community Development Worker**'.

The closing date for receipt of completed applications is **Friday 28th of February 2025 at 5pm**. Enquiries will be handled by email only. Applications will be shortlisted the week of **3rd of March 2025**.

Only candidate's selected for interview will be contacted by the service with regard to their applications.

**Aster Family support CLG is an equal opportunities employer.**

**Full Clean Driving Licence and access to own car with appropriate insurance is a requirement for these positions.**

**You must have the right to work in Ireland and must provide a valid work permit to be considered for this role.**

**Please Note that all positions are subject to Garda Vetting, Reference Checks and subject to ongoing funding.**

**Region**

Balbriggan, Co Dublin

**Date Entered/Updated**

4th Feb, 2025

**Expiry Date**

28th Feb, 2025

**Attachment**

[Feb 2025 AFS & CDW - application form\\_0.docx](#)

**Size**

284.26

KB

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