

Coolmine Therapeutic Community: Counsellor (Gambling and Gaming Addiction) (<https://www.activelink.ie/node/113784>)



Job Title: Counsellor (Gambling and Gaming Addiction)

Location: Primary Care Drug and Alcohol Services

Cork Kerry Community Healthcare, CHO Area 4
There is currently one permanent full-time vacancy available.

The post-holder will initially be located in the following:
HSE Addiction Services, in the Cork Hubs.

The successful candidate may be required to work in any service area within the vicinity as the need arises.

Reports to: The post-holder will be responsible to the Senior Counsellor as Head of Discipline in the Programme Area accounting for operational and professional practice and clinical governance.

Job Type: Specified Duration Contract – 1 year

Hours: 35 hours per week. (Monday to Friday)

Salary: The Salary Scale for this post is (as of 01/06/2024):
€46,293, €47,802, €49,328, €50,846, €52,414, €54,282, €55,927, €58,102, €60,337, €62,450, €64,566, **€67,130 LSI**

New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies.

Purpose:

- To engage in therapeutic relationships with clients to assist in the management of harmful gambling and gaming including the impact on affected others.
- To provide individual and group counselling in community care settings of the HSE Addiction Service.
- To work with other members of multidisciplinary care teams to provide a person-centred service to those affected by harmful gambling.

Contact Email: Dylan.murphy@coolminetc.ie (<mailto:Dylan.murphy@coolminetc.ie>)

Application Reference: HR/CRK/SDL/GGC/0225

Informal Queries Dr. Robert O Driscoll, Senior Addiction Counsellor, Cork and Kerry Community Healthcare

Email: Robert.ODriscoll@hse.ie (<mailto:Robert.ODriscoll@hse.ie>)

Telephone: [0879057988](tel:0879057988) (<tel:0879057988>)

In partnership with Coolmine TC the Drug and Alcohol Services in Cork Kerry Community Healthcare delivers therapeutic interventions to individuals and families affected by gambling / gaming / drug use in multiple locations across the region. The Service supports the provision of an integrated range of preventative, therapeutic and rehabilitation services to meet the diverse health and social care needs of clients affected by harmful gambling / gaming / drug use in an accountable, accessible and equitable manner.

Coolmine is a leading drug and alcohol treatment centre providing community, day and residential services to men and women and families with problematic substance use since 1973. Coolmine believes that everyone should have the opportunity to overcome addiction and lead a fulfilled and productive life.

The strategic objectives of the service, in-line with the National Drug and Alcohol Strategy (Reducing Harm Supporting

Recovery), are to provide, where appropriate:

- Services aimed at delivering advice and harm-minimisation harm-reduction programmes to gamblers / drug users not in contact with services, including advice on safer ways of gambling / gaming / safe drug use, ways of reducing the risks of HIV and Hepatitis transmission, advice on safer sex practice and good health, in addition to how they can reduce the harms from problem gambling / gaming to others.
- Treatment programmes that are service-user focused and have as their objective, in the short-term, the control of the person's addiction within the context of the long-term aim of returning the person to a life free of addiction.
- Aftercare and rehabilitation programmes that assist misusers in accessing education, training or employment opportunities.
- Evaluation of the various service responses to ensure maximum effectiveness

The service works in partnership with primary care networks and teams and other statutory and voluntary agencies. Services are delivered in the context of multidisciplinary teams in both community and residential settings. Teams are responsible for case management, assessing client needs, negotiating and delivering care plans and facilitating access for the target population within catchment areas.

Counselling therapy is prioritised in client care plans as resources allow, by self-referral and professional referral within clinical teams and community care networks.

The post-holder will possess the skill-set necessary to respond to a broad range of client issues related to gambling, gaming and substance use including: motivation, harm-reduction, stabilisation, detoxification, relapse prevention, relationship/attachment difficulties, depression, anxiety, phobias, loss, coping with illness, abuse, developmental issues, adjustment problems, stress, trauma, violence, anger, and psychosexual difficulties, drawing on therapeutic orientations such as person-centred and cognitive-behavioural therapies with a particular emphasis on short-term intervention.

The overall service is managed by the Coordinator of Drug and Alcohol Services and the Clinical Director with the heads of discipline. Counselling is managed by Senior Counsellors.

Role Responsibilities: (Include, but not limited to)

Clinical Practice

The Counsellor (Gambling & Gaming Addiction) will:

- Conduct initial and comprehensive assessments according to National protocols.
- Implementation and facilitation of appropriate Key Working, Care planning and Case Management.
- Provide individual / group counselling / therapy to clients with a specific focus on reducing the harm from gambling / gaming / drug use.
- Keep appropriate patient files i.e. progress notes, confidential releases (no information should be given or sought about clients without first obtaining their written consent), discharge summaries, etc. Attend and present case reviews at weekly conferences held by Programme Director.
- Manage a caseload across a range of programmes, under supervision.
- Understand and prioritise client needs, taking account of the role of culture, sexuality, peer group, gender, family and mental health, beliefs and behaviours.
- Assessment and treatment of client's, spouses and concerned persons where appropriate.
- Practice in accordance with HSE policies and standards.
- Participation in clinical multidisciplinary team liaison with general practitioners, other primary health care staff, psychiatric services, statutory / voluntary and other agencies as appropriate.
- Referral to appropriate treatment facilities, for stabilisation, detoxification, treatment and rehabilitation.
- Inform and facilitate clients in accessing other appropriate healthcare and support services, including medical examination and referral to more specialist services if required.
- Referral of clients to self-help groups and community initiatives.
- Notify child abuse in accordance with Children First Guidelines.
- Actively participate in regular external clinical supervision in accordance with the supervision policy.
- Actively participate in line management supervision.
- Engage in in-service and other relevant training opportunities and to keep up-to-date with new developments in the area of counselling / therapy and gambling addiction treatment.
- Monitor and evaluate effectiveness and outcomes of treatment for individuals/groups, matching therapy to needs.
- Participate in the development of new initiatives: e.g. community-based programmes, training programmes, etc.
- Provide training in skills and theory appropriate to best counselling practice as required.

Administration and Accountability

The Counsellor (Gambling & Gaming Addiction) will:

- Maintain contemporaneous records and submit statistics and activity data in a timely manner as requested by the Senior Counsellor.
- Maintain accountability within the Health Service Executive Performance Management System.
- Write clear concise reports.
- Observe professional ethical standards and behaviours as required by HSE Policies and Guidelines.
- Ensure a high level of documentation in accordance with the Freedom of Information Act and ensure confidentiality and security of records at all time in accordance with the Data Protection Act and requirements of relevant professional accrediting bodies
- Take corporate responsibility as well as ethical counselling responsibility.
- Co-operate with the operation of new technology.
- Report to the Senior Counsellor on matters affecting the administration of the service.
- Meet with the Counselling team as arranged by Senior Counsellor
- Engage with line management supervision with the Senior Counsellor.
- Attend in-service training as required.
- Comply with Health and Safety regulations and review procedures.
- Comply with HSE Policies and review procedures related to Risk Management, Audits, and clinical accountability.
- Be flexible in practice as required i.e. out-of-hours, provision of new programmes and service initiatives.
- Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards, etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
- Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.
- As a mandated person under the Children First Act 2015, have a legal obligation to report child protection concerns at or above a defined threshold to Tusla & to assist Tusla, if requested, in assessing a concern which has been the subject of a mandated report.

Multi-Disciplinary Team Working

The Counsellor (Gambling & Gaming Addiction) will:

- Participate as a member of Multi-disciplinary Team including meetings, case conferences, team-building and change management initiatives.
- Contribute to the development and implementation of information sharing protocols, audit systems, referral pathways, individual care plans and shared care arrangements.
- Collaborate with community projects in relation to care planning.
- Undertake Team Facilitator / Chairperson role if / as required.
- Undertake Case Manager / Key Worker role as required.
- Develop and maintain close liaison with team members, hospital staff and specialist services to ensure an integrated service for clients.

Development and Evaluation of Service

The Counsellor (Gambling & Gaming Addiction) will:

- Support models of evidence-based practice.
- Engage in training and supervision of other staff as required, sharing knowledge to maintain professional standards.
- Engage in ongoing monitoring, audit and evaluation of service.
- Participate in the development of new initiatives: e.g. community-based programmes, training programmes, etc.
- Provide training in skills and theory appropriate to best counselling practice as required.
- Develop and conduct relevant research within the service and the evaluation of such research in order to improve treatment and therapeutic standards in Addiction Service.

The above Job Specification is not intended to be a comprehensive list of all duties involved and, consequently, the post-holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time-to-time and to contribute to the development of the post while in office.

Eligibility Criteria:

1. Professional Qualifications, Experience, etc.
Eligible applicants will be those who on the closing date for the competition:

1. Hold a recognised qualification at Level 7 (or higher) on the QQI framework in Psychology, Psychotherapy, Counselling, or Addiction Counselling.
2. Hold a specific Level 8 CPD programme in Gambling Counselling

And

3. Be accredited as a Counsellor with the Addiction Counsellors of Ireland (ACI) – Psychological Society Ireland (PSI), Irish Association of Counselling and Psychotherapy (IACP), Irish Council for Psychotherapy (ICP), IAHIP, or equivalent from another jurisdiction.

And

4. Have two years' experience as a counsellor in the areas of gambling / gaming / addiction / drug use.

And

Candidates must possess the requisite knowledge and ability, including a high standard of suitability and management ability), for the proper discharge of the office.

2. Health

Candidates for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

3. Character

Candidates for and any person holding the office must be of good character.

Post Specific Requirements

Demonstrate depth and breadth of post qualification experience of managing a caseload under supervision as relevant to the role.

Other requirements specific to the post

- Access to appropriate transport to fulfil the requirements of the role as the post may involve travel e.g. service delivery at multiple locations if required.
- Flexible working hours – availability to work unsociable hours as required to provide greater access to services

Skills, competencies and/or knowledge

Candidates must Demonstrate:

- the ability to assess client's suitability for counselling / therapy
- competence in providing short-term therapy to clients utilising therapeutic approaches such as person-centred and cognitive-behavioural therapies
- knowledge of adolescent / adult development and the impact of deprivation, neglect and abuse
- an ability to utilise evidence-based practice in informing clinical decisions about client care
- knowledge of National Rehabilitation Framework and structure of HSE
- clinical knowledge of assessment and treatment of a range of addiction and dual diagnosis
- knowledge of notification procedures around child protection and management of other ethical considerations relevant to post
- knowledge of relevant legislation
- competence in responding appropriately to diverse clients who are vulnerable or at risk
- commitment to continuing professional development and effective use of supervision
- the ability to work effectively and confidently with challenging client's processes
- awareness of professional and personal boundaries
- an appreciation of the importance of professional and personal support systems
- effective interpersonal and communication (verbal and written) skills
- ability to manage client records effectively and to produce counselling reports as required
- an ability to work both as part of a multidisciplinary team and to work independently, under supervision
- a willingness to develop IT skills relevant to the role
- evidence of effective planning and organising skills including awareness of resource management and importance of value for money
- ability to manage deadlines and effectively handle multiple tasks
- initiative and innovation, identifying areas of improvement, implementing and managing change
- knowledge of infection control
- The candidate must maintain strong links with the clients and develop systems of client evaluation

Campaign Specific Selection Process

Ranking/Shortlisting / Interview

A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore, it is very important that you think about your experience in light of those requirements.

Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.

Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in 'bands' depending on the service needs of the organisation.

Application Process

Interested candidates who meet the Person Specification requirements should send their CV & cover letter with application reference code to Dylan Murphy, HR Coordinator at dylan.murphy@coolminetc.ie (<mailto:dylan.murphy@coolminetc.ie>)

Please quote this application reference **HR/CRK/SDL/GGC/0225**

The closing date for applications is **Thursday the 27th of February 2025.**

Coolmine Therapeutic Community is an equal opportunities employer.

Region

Cork

Date Entered/Updated

12th Feb, 2025

Expiry Date

27th Feb, 2025

Source URL: <https://www.activelink.ie/vacancies/community/113784-coolmine-therapeutic-community-counsellor-gambling-and-gaming-addiction>