

## **Coolmine Therapeutic Community: Senior SAOR Screening and Brief Intervention Coordinator**

**(<https://www.activelink.ie/node/114854>)**



### **Job Title: Senior SAOR Screening and Brief Intervention Coordinator**

Details of Service The SAOR Coordinator will be based in CH07 area Funded under the Health Diversion Programme, the SAOR Coordinator will deliver the SAOR screening and brief intervention and make onward referrals as necessary. The CH07 area covers Kildare, West Wicklow, Dublin West, Dublin South-City, Dublin South-West.

SAOR (Support, Ask and Assess, Offer Assistance, Refer) is a brief intervention model which uses a person-centred approach based on Motivational Interviewing to have a helpful conversation with a person about their alcohol or substance use.

The SAOR Coordinator will establish and coordinate local referral pathways (in and out) and promotion of the service within sectors, in partnership with Coolmine, HSE Addiction Services and Drug and Alcohol Task Forces in the CH07 area. Referrals to, or information about, the SAOR Screening and Brief Intervention for problem alcohol and substance use can come from a variety of sources including (but not limited to) An Garda Síochána, GPs, community services, the Court Service, TUSLA, homeless services, child and family services, public health and self-referral.

It is expected that the SAOR Coordinator will facilitate and co-ordinate these pathways and will complement the future roll-out of the Health Diversion Programme

The SAOR Coordinator will provide KPI data to Coolmine monthly and to the HSE National Social Inclusion Office on a quarterly basis.

SAOR Training SAOR Training will be provided as part of the role subject to the successful candidate meeting other role entry requirements detailed below.

**Reports to:** CTC Line Manager

**Hours:** 35 hours per week. Some out of hours work required.

**Job Type:** 12-month Fixed Term

**Salary:** €50,000

### **Purpose:**

- This post is to support the expansion of the National SAOR Screening and Brief Intervention Programme and to establish the infrastructure for the Health Diversion Programme.
- This role will require the post holder to develop key working relationships with multiple stakeholders e.g., service users, government departments, senior managers, NGOs and Advocacy organisations.
- Implement HSE national drug awareness campaigns locally by liaising with relevant stakeholders such as 3rd level institutions and event organiser

### **Principal Duties and Responsibilities**

#### **General Responsibilities:**

- The post holder will provide Screening and Brief Intervention for appropriate referrals.
- The post holder will make facilitate those with more complex needs with access to specialist treatment services
- The post will work closely with and accept referrals from multiple stakeholders including (but not limited to) An Garda Síochána, GPs, community services, the Court Service, TUSLA, homeless services, child and family services and

primary healthcare centres

- The post holder will be expected to hold site clinics in some of the above organisations and promote cooperation and working in harmony with other teams and disciplines
- The post holder will provide reports on referral outcomes as appropriate.
- Implement service plan objectives in the CH07 as outlined by HSE CH07 and Coolmine
- Ensure the efficient management and administration of the service
- Solve problems and ensure decisions are in line with local and national agreements
- Ensure deadlines are met and that service levels are maintained and meeting agreed KPI's.
- Ensure that records are accurate and maintained confidentially in line with Coolmine Policies.
- Ensure that stakeholders are kept informed and that their views are communicated to management.
- Seek feedback from service users and implement change to incorporate same, in agreement with Line Manager.
- To work with the Regional Service Manager and key stakeholders to ensure that all aspects of health & safety regulations are adhered to.
- Perform as a full team member supporting colleagues, participating in effective team meetings, attending supervision, and client case reviews and being open to reasonable requests from manager in order to ensure effective working relationships.
- Work within the policies of Coolmine Therapeutic Community in order to ensure that a consistent delivery of service, quality standards and best practice are adhered to at all times.
- Be accountable for overseeing the implementation of and adherence to HSE's Children First protocols, and any other such protocol or legislation determined to protect vulnerable Service Users and or their families.
- Participate in service evaluation and review and ensure all relevant documentation, filing, statistics and paperwork are in line with the aims and standards of the project and comply with Coolmine Policies
- Operate and maintain the highest professional and personal boundaries appropriate to this post
- Engage in Coolmine's performance management process in conjunction with your Line Manager and staff as appropriate including engaging with continuous professional development.
- This is not an exhaustive list of duties and responsibilities of the role; you may be deployed to other duties in Coolmine TC as the service needs requires.

**Contact Email:** [Dylan.murphy@coolminetc.ie](mailto:Dylan.murphy@coolminetc.ie) (mailto:Dylan.murphy@coolminetc.ie)

**Application Ref.** CTC/HR/DUB/SDL/SAORCOOR/0425

## Coolmine Therapeutic Community

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

The successful candidates will report to the Regional manager in Coolmine and HSE CH07 to provide quality service to clients and stakeholders in accordance with the SAOR model which has been adopted by the HSE as the model-of-choice for delivering brief interventions for alcohol and substance use.

## Health Diversion / SAOR:

Under the National Drugs Strategy, Reducing Harm Supporting Recovery, the Government established a Working Group to consider alternative approaches to the possession of drugs for personal use in December 2017. Having considered the recommendations in the 2019 report of the Working Group, the Programme for Government priority is to implement a health diversion approach to the possession of drugs for personal use. Under a health diversion approach, people found in possession of drugs for personal use would be diverted to the Health Service Executive in the first instance for a health screening and brief intervention with a health professional known as SAOR (Support, Ask and Assess, Offer Assistance and Referral).

The SAOR Screening and Brief Intervention for Problem Alcohol and Substance Use (2017, 2nd edition) is a programme developed and implemented by the HSE. SAOR is a screening and brief intervention model which uses a person-centred approach based on Motivational Interviewing to have a conversation with a person about their drug or alcohol use and to refer those presenting with more complex needs to specialist services. SAOR can be the first step in the National Drugs Rehabilitation Framework (2010).

The above Job Description 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 organisation which may be assigned to them from time to time and to contribute to the development of the CTC Services while in office.

## Person Specification

## Education

Essential:

- Third Level qualification in Addiction Studies, Addiction Counselling or related field, Minimum of NFQ Level 7 Diploma

Desirable:

- Certified SAOR Practitioner

## Experience

Essential:

- Three years' experience working within the drug and alcohol field.
- Experience of working directly with service users.
- Experience of the implementation and evaluation of care planning and Case Management.
- Experience in providing statistics and reports.
- Full clean driving licence and willingness to drive as part of work.

Desireable:

- Experience delivering SAOR Brief Interventions.
- Experience in a leadership or management position.

## Knowledge & Skills

- Has excellent communication and listening skills.
- Enjoys working with people, is approachable, and demonstrates warm and friendly mannerisms.
- Is clear and explicit about professional and personal boundaries.
- Strong interpersonal skills
- Clear written and verbal communication skills
- High IT literacy skills.
- Have a "can do" attitude and a positive solution focused approach to problem solving and conflict resolution.
- Uses assertive behaviour, demonstrating dignity and respect for self and others at all times.
- Capacity to work effectively under pressure
- Committed to meeting the needs of excluded and marginalised people.
- Successful candidate would be engaged in recording case files on ECASS.
- Successful candidate would be engaged in recording the NDTRS forms
- Open to working in an outreach capacity in appropriate services/locations
- Committed to follow up with allied health and social care services.
- Have capacity to attend to a considerable number of phone calls / emails and follow up.

## Application Process:

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

Please quote the application reference number **CTC/HR/DUB/SDL/SAORCOOR/0425**

The closing date for applications is **Monday the 14th of April 2025.**

*Coolmine Therapeutic Community is an equal opportunities employer.*

### Region

Kildare / Wicklow / Dublin

### Date Entered/Updated

2nd Apr, 2025

### Expiry Date

14th Apr, 2025

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