

NICHE Health Project (Cork): Executive Director **(<https://www.activelink.ie/node/115019>)**



NICHE Health Project (Cork) CLG invites applications for the following post:

Executive Director

(35 hours per week)

Employer NICHE Health Project (Cork) CLG

Location: HSE Building, Harbour View Road, Knocknaheeny and the Knocknaheeny/Hollyhill Community Garden, Hollyville Estate, Hollyhill, Cork, or other nominated locations. The Executive Director will be assigned a base location but will be expected to work across all NICHE sites and in external settings to engage in community and interagency work.

Contract: NICHE Health Project (Cork) CLG, established in 1998, has enjoyed committed and long-term financial core funding from the Health Service Executive (HSE) Cork North Community Work Department since 2000. This is a permanent post subject to continued core funding and a successful completion of a 6 month probationary period.

Hours of work: The contracted number of hours of employment is 35 hours. Occasional out-of-hours working may be required, for which a time off in lieu system is in operation.

Salary: €64,064

Recruitment: External recruitment adhering to the NICHE Health Project (Cork) CLG recruitment policy.

Reporting Structure: The Executive Director will report to the Chairperson of NICHE and the NICHE Board of Management.

NICHE Health Project (Cork) CLG

NICHE Health Project (Cork) CLG HSE Building is located in the centre of Knocknaheeny and welcomes all people of Knocknaheeny, Hollyhill and surrounding areas. NICHE aims to address health inequality using the social model of health framework with a community development approach, locally to improve the quality of life for people living in the project's catchment area.

NICHE also operates the Knocknaheeny/Hollyhill Community Garden which aims to promote and enhance the health and wellbeing of the local community through access to and participation in gardening and being outdoors.

With the Community Health Worker model at the heart of the organisation, NICHE places itself within the community as a mechanism to support people with their immediate needs and wishes, as well as working with others toward a long-term vision for the area in which barrier to improved health outcomes are removed, and quality of life is improved.

The catchment area in which NICHE works has many strengths and supports and it is through a shared and collaborative approach that the work of NICHE is able to take place.

NICHE also encompasses the Hollyhill Knocknaheeny Family Centre, which provides high-quality childcare to the local and surrounding areas of Cork's Northside. NICHE also acts as a host agent and employer to a Social Prescribing Link Worker under the Sláintecare Healthy Communities Initiative. It is expected that the Executive Director will support the sustainability and development of NICHE's existing programmes of work and also seek to identify new opportunities that support the

vision of the organisation.

Job Purpose

We are seeking an enthusiastic and community-focused Executive Director to play a pivotal role in delivering on the organisations vision and mission.

Key Responsibilities:

- **Leadership:** Lead, mentor, and motivate a diverse team of community health workers and project staff.
- **Project Planning:** Develop comprehensive annual and project plans, including goals, objectives, timelines, and resource allocation, in collaboration with community stakeholders and Niche staff.
- **Community Engagement:** Build strong relationships with community members, leaders, and organisations to ensure active participation and support for project activities.
- **Health Program Implementation:** Oversee the implementation of health programs, addressing community health needs.
- **Resource Mobilisation:** Identify and secure funding sources, grants, and partnerships to support project sustainability and growth.
- **Monitoring and Evaluation:** Implement robust monitoring and evaluation systems to assess the impact of health interventions, and project activities, and make data-driven improvements where applicable.
- **Capacity Building:** Provide and source training and capacity-building opportunities to community health workers and project staff and other professionals to enhance their skills and knowledge.
- **Advocacy:** Advocate for policy changes and resources at the local and regional levels to address systemic health disparities within the community.
- **Reporting:** Prepare and present regular reports to the organisation's leadership and funders, highlighting achievements and challenges.
- **Collaboration:** Collaborate with local health authorities, NGOs, and other stakeholders to leverage resources and expertise for maximum project impact.
- **Sustainability:** Develop strategies for the long-term sustainability of health programs within the community.
- **Organisational Support:** Support and assist the Board of Management and the Hollyhill Knocknaheeny Family Centre when required for the overall governance and operational running of NICHE.

Qualifications

- Master's degree in Community Development, Public Health or a related field.
- Demonstrated experience in managing community health or community development projects, or similar organisations, including programme planning and implementation.
- Strong interpersonal and communication skills, with the ability to engage diverse community members.
- Project management skills, including budget management and resource allocation.
- Knowledge of public health principles and health promotion.
- Proficiency in data collection and analysis.

Personal Qualities

- **Passion for Community Health:** A genuine commitment to improving the health and wellbeing of our community, coupled with a strong sense of social responsibility, social justice, and equality.
- **Empathy:** The ability to understand and empathise with the challenges faced by community members, which helps in tailoring health interventions and activities to their needs.
- **Adaptability:** Flexibility, and openness to change, as community health needs, and circumstances evolve over time.
- **Leadership:** Strong leadership skills to motivate and inspire project teams, volunteers, and community members toward a common goal.
- **Communication Skills:** Excellent communication skills, including active listening, to build trust and rapport with diverse stakeholders.
- **Problem Solving:** Effective problem-solving skills to address complex issues and find innovative solutions.
- **Resilience:** The capacity to persevere in the face of obstacles and setbacks, maintaining a positive attitude and a focus on long-term goals.
- **Collaboration:** A collaborative and inclusive approach to work, fostering partnerships and teamwork to achieve project objectives.
- **Organisational Skills:** Strong organisational and time management skills to juggle multiple tasks, deadlines, and responsibilities efficiently.
- **Ethical Integrity:** High ethical standards and integrity in decision-making, particularly when dealing with sensitive

healthcare information and community trust.

- **Self-Motivation:** The ability to work independently, set goals, and take initiative in advancing the project's objectives.
- **Crisis Resilience:** The capacity to remain calm and effective under pressure, especially during emergencies or crises.
- **Cultural Sensitivity:** Sensitivity and respect for cultural differences, recognising that cultural competence is vital for successful community engagement.

Benefits:

- Competitive salary
- Opportunities for professional development and training.
- A collaborative and community-centred work environment.
- Opportunity to make a significant impact on community health and wellbeing.

Application Process

To apply email info@nicheonline.ie (<mailto:info@nicheonline.ie>) with a CV and cover letter that clearly sets out your interest along with your qualifications, experience, and personal qualities relevant to the role.

The closing date for receipt of all applications is **Friday 9th May, 2025 at 12 noon** (no late applications will be accepted).

Shortlisting will apply.

This post is subject to Garda Vetting and reference checks.

Informal inquiries by email only to info@nicheonline.ie (<mailto:info@nicheonline.ie>)

Canvassing will disqualify.

NICHE Health Project (Cork) CLG is an equal opportunities employer.

NICHE Project (Cork) CLG is core funded by the Health Service Executive.

Niche Health Project (Cork) CLG is committed to diversity and inclusion and welcomes applications from candidates of all backgrounds.



Region

Cork

Date Entered/Updated

10th Apr, 2025

Expiry Date

9th May, 2025

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