

Job Title:	Nursing Service Team Leader (Equivalent to CNM1)
Location:	Coolmine services, Dublin 2 & 15
Reports to:	Clinical Nurse Manager & Joanne Fenton, Consultant Psychiatrist (Clinical Advisory Group)
Hours:	Full time – 35 hours per week
Job Type:	Fixed Term Contract
Salary:	46,430
Purpose:	<p>The NSTL will manage client care to the highest professional standards, using an evidence-based care planning approach to ensure that client’s physical, psychological, social and cultural needs are met.</p> <p>To provide clinical and professional leadership to the nursing team.</p> <p>To liaise with Coolmine outreach team and partner agencies to oversee admissions requiring medical assessment.</p> <p>To liaise closely with Coolmine’s visiting General Practitioner(s) and Consultant Psychiatrist to ensure residents/clients medical needs have been assessed, care planned and reviewed regularly.</p>
Contact Email:	Justinah.bello@coolminetc.ie
Application Ref.	DU-NT0821

Coolmine is a leading drug and alcohol treatment centre 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.

We now have a vacancy for Nursing Service Team Leader. The successful candidate will report to the Clinical Nursing Manager. The NSTL will manage client care to the highest professional standards, using an evidence-based care planning approach to ensure that client’s physical, psychological, social and cultural needs are met.

Role Responsibilities: (Include, but not limited to)

- To provide specialist knowledge and understanding of the nature of substance misuse and addictive behaviour along with the health, social, psychological, economic and legal problems associated with these to staff, clients, family members and the wider healthcare community.
- To manage the healthcare needs of clients ethically and professionally, from pre-entry/assessment stage through to graduation from the programme. These clients will range from those involved in active drug use through to drug-free status.
- To liaise closely with Coolmine's visiting General practitioner(s) to ensure assessment of residents/client's medical needs have been met, care planned for and reviewed regularly.
- To engage with and build trusting relationships with clients at a formal and informal level in order to develop a viable and productive therapeutic relationship, treating clients with dignity and respect at all times in order to promote and motivate clients towards full recovery, while working within the Code of Professional Conduct as set by An Bord Altranais as well as the overall values of Coolmine.
- To take responsibility for and ensure thorough assessment of all medical needs is carried out and appropriate management for the same is in place pre-admission. This includes attendance at weekly outreach meetings to monitor referrals, assessments and prioritise admissions.
- To observe the principles of standard precautions and infection control in the execution of relevant nursing duties.
- To ensure that all administrative duties are carried out in accordance with the required timelines and procedures in the areas of report writing, accurate medical records, client's case notes, statistics recording through to time sheets, leave and absence records, rosters, and all other relevant paperwork.
- To champion the Medication Management policy in Coolmine overseeing the storage, administration, recording and control of medical supplies in Coolmine services ensuring that it is in line with best practice and in keeping with An Bord Altranais' Guidelines and to monitor treatments, provide advice and education on indications, side effects and compliance.
- To work in accordance with relevant nursing legislation particularly the scope of practice and competence as set by An Bord Altranais and consult with other health care professionals when a client may fall outside the scope of nursing practice.

- To facilitate and deliver health education/promotion interventions in the areas of physical health, emotional health and holistic wellness, through one to one and group sessions, in a professional and ethical manner and in accordance with Coolmine's standard operational policies and procedures. This will include topics specific to local needs such as viral infections, sexual health and awareness, contraception needs, safer living practices as well as general health promotion such as nutrition, first aid, mental health management, the importance of sleep and exercise for healthy living and medication compliance and management.
- To be actively engaged in continued personal development and training for the benefit of self, clients, management and organization, attending regularly at all clinical and line management supervision sessions and establishing strong links and liaison between these supervisory outlets.
- To undertake audits of clinical practice and subsequently, implement any necessary changes in line with evidence-based practice and care for clients
- To work as part of a team providing specialist knowledge through regular and consistent communication, participating actively at team meetings and supporting the ethos, philosophy and methodology of the therapeutic community model; reporting to the Service Manager/Team Leader for individual support, supervision, performance appraisal, and client case review; and working within the parameters of the Coolmine HR policies and procedures.
- To effectively liaise with and act as a consultant to a range of service providers both voluntary and statutory in order to assist in the assessment and preparation of referrals to Coolmine residential units. This will involve close liaison with methadone prescribers to identify and plan for the commencement of safe and closely monitored methadone detox admissions.

Person Specification

- The applicant must be a Registered General Nurse on the An Bord Altranais live register.
- He/she must have a minimum of five years post registration experience with at least three years in the specialist area of practice, specifically working with drug and alcohol users with a particular emphasis on detoxification and rehabilitation.
- Have additional qualifications in addiction, nurse management or another associated field.

Education

- Have undertaken and completed formal recognised post-registration education, relevant to the specialist area, to level 8 or above on the NQI framework.

Experience/Knowledge

- Have experience and understanding of the importance and implications of working as part of a team.
- Have previous experience of 1:1 counselling, presentation delivery skills, and group facilitation.
- Have extensive knowledge of clinical signs and symptoms of intoxication and withdrawal from various substances.
- Have a good working knowledge and understanding of residential addiction service issues.
- Be familiar with various models of rehabilitation, counselling and recovery approaches.

Competences Required

- Have excellent communication and listening skills, be articulate and can present information in a way that is neither over simplistic nor complicated.
- Have a good understanding of individual development.
- Enjoy working with people, be approachable, and demonstrate warm and friendly mannerisms, while being clear and explicit about professional and personal boundaries.
- Have a “can do” attitude and a positive solution-focused approach to problem solving and conflict resolution.
- Have excellent oral and written skills with effective letter and report writing ability, maintaining accurate reports, files, and paperwork.
- Use assertive behaviour, demonstrating dignity and respect for self and others at all times.
- Have good awareness of self and others, grounded in the “here and now” with good anticipation and observational skills.
- Role models exemplary behaviour and attitude – is honest, consistent, and responsible.
- Safety & Security
 - We believe in the physical and psychological safety and security for all through the implementation of sound policy and procedure.
- Commitment to Quality
 - We are committed to quality through evidence-based practice, research and continuous improvement of our standards and resources.
- Be open to appropriate challenges and confrontation from clients at the required time and place and to feedback and appraisal from colleagues and management.
- Be committed to working within an environment which promotes Equal Opportunities and has regard for the Health and Safety of others.
- Have good working knowledge of relevant nursing legislation including FOI, Data Protection, nursing and mental health acts.

Application Process:

Interested candidates who meet the Person Specification requirements should send their CV & cover letter with application reference code to Justinah Bello HR Manager at justinah.bello@coolminetc.ie. Please quote this application reference **DU –NT0821**

The closing date for applications is **12noon on Tuesday 14th September, 2021.**

Coolmine Therapeutic Community is an equal opportunities employer.