

SAOR Screening and Brief Intervention Project Worker

Job Specification & Terms and Conditions

Job Title	Screening and Brief Intervention Project Worker
Closing Date	1/10/2021
Location of Post	<p>The post holder will liaise with the Court services to provide a health-led screening model for personal possession drug offences. The post holder will be based in a Cork City Drug and Alcohol Community and Day Service Hub.</p> <p>A panel may be formed as a result of this campaign for Screening & Brief Intervention Project Worker from which the current and or future, vacancies of a full or part-time nature may be filled.</p>
Informal Enquiries	<p>Joe Kirby Email: joseph.kirby@hse.ie Tel: 021 4930100 ext 29101</p>
Details of Service	<p>Coolmine Therapeutic Community (CTC) is a leading drug and alcohol treatment organisation providing community, day and residential services to men and women with problematic substance use and their families in Ireland since 1973. Coolmine believes that everyone should have the opportunity to overcome addiction and lead a fulfilled and productive life.</p> <p>Coolmine, in conjunction with the Cork & Kerry Drug and Alcohol Services, has a vacancy for a Screening & Brief Intervention Project Worker. The successful candidate will be based in Cork with a requirement to travel in the Cork/Kerry Community Health Care Area. The current vacancy for this post is for a one-year fixed term contract. The post holder will have a specific role in liaising with the Court services to provide screening and brief interventions for personal possession drug offences.</p> <p>Currently in the Cork/Kerry region, all Homeless, Prison and Drug and Alcohol Services work to a common case-management system guided by the National Drugs Rehabilitation Framework (NDRF 2010). In practice, this sees all services using standardised consents, screening tools, and initial and comprehensive assessment documentation including interagency care plans. SAOR is the recognised HSE model of Screening and Brief Intervention and is part of the NDRF. The successful candidate will work to this model of Screening and Brief Intervention utilising evidenced based screening tools (AUDIT,DUDIT,CUDIT).</p>

	<p>SAOR (Support, Ask and Assess, Offer Assistance, Refer) Screening and Brief Intervention</p> <p>The Steering Group Report on a National Substance Misuse Strategy (Department of Health, 2012) and the Guiding Framework for Education and Training in Screening and Brief Intervention for Problem Alcohol Use (Armstrong et al., 2011) advocated for an integrated approach to problem alcohol and substance use. The Guiding Framework for Education and Training in Screening and Brief Intervention for Problem Alcohol Use (Armstrong et al., 2011) was published by the Health Service Executive (HSE) National SBI Project and the Office of the Nursing and midwifery Services Director (ONmSD) to provide a standardised approach to the education and training of nurses, midwives and allied health and social care professionals who undertake Screening and Brief Intervention (SBI). The current HSE education and training programme utilises SAOR Screening and Brief Intervention for Problem Alcohol and Substance Use (O’Shea, Goff & Armstrong, 2017). HSE SBI training and protocols have combined problem alcohol and substance use. Reducing Harm Supporting Recovery (Department of Health, 2017) acknowledges the role of SBI, in a variety of settings, in the early intervention and appropriate onward referral in line with the National Drugs Rehabilitation Framework (Doyle & Ivanovic, 2010).</p>
<p>Reporting Relationship</p>	<ul style="list-style-type: none"> • The post holder will report to a Coolmine Community & Day Services Team Leader.
<p>Purpose of the Post</p>	<ul style="list-style-type: none"> • The post holder will provide Screening and Brief Intervention for appropriate court referrals. • The post holder will provide reports to the Court services on referral outcomes as appropriate. • Liaise with 3rd level institutions to support implementation of Screening and Brief intervention model. • Work with the Community and Day Services Team as instructed by the Team Leader. • Implement HSE national drug awareness campaigns locally by liaising with relevant stakeholders such as 3rd level institutions and event organiser
<p>Principal Duties and Responsibilities</p>	<ul style="list-style-type: none"> • Carry out brief interventions and understand the rationale for conducting a brief intervention • Identify opportunities to use the SAOR model with people who use alcohol and other drugs • Identify and access specific resources on alcohol and other drug related issues and services • Identify appropriate alcohol and other drugs care pathways • Liaise with relevant court, addiction and allied health and social care services • Identify appropriate care pathways as required

- Implement, support, promote and, oversee, evidence-based processes appropriate to Service User needs that advance individual recovery pathways and quality outcomes
- Liaise with relevant statutory and or voluntary agencies and participate in service development management meetings as required
- Contribute to, and safeguard professional and organisational reputations in dealings with all external agencies
- Facilitate group therapy sessions psycho-educational workshops, community meetings, formal and informal gatherings, and community handovers, etc, in a professional and ethical manner and in accordance with Coolmine Therapeutic Community's standard operational policies and procedures.
- 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.
- Comply with all Health and Safety regulations and standard operating procedures relating to fire procedures, maintenance, critical incidents, safety for staff, etc. to ensure the effective safety and well-being of all clients and staff.
- 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
- Support the implementation and incorporation of relevant legislation, agreed policy directives, and professional guidance(s) into work practices and service delivery.
- Promote, support, inform, and, oversee the implementation of policies that support competent, determinable, safe, ethical practices within a culturally sensitive, multidisciplinary, interagency, case managed, clinical work environment.
- 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
- Operate and maintain the highest professional and personal boundaries appropriate to this post
- Avail of regular, structured line management supervision
- Implement and work within Coolmine's policies and procedures
- Deliver effective implementation and oversight of Child Protection and Welfare protocols and any other such similar protocols intended to protect the vulnerable
- Develop and deliver reports relevant to the post
- Develop and maintain professional records and correspondence as required for case work, case conference(s) and court requirements

	<p>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 post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.</p>
<p>Eligibility Criteria</p> <p>Qualifications and / or experience</p>	<ul style="list-style-type: none"> (i) Candidates should possess a relevant qualification at or above Level 7 on the national QQI qualifications framework (ii) Trained in Motivational Interviewing Level II (iii) Trained in the SAOR Model of Screening and Brief Intervention (iv) Trained in keyworking, care planning and case management (v) Have a minimum of 3 years full time experience working in a drug/alcohol service as project worker or similar (vi) Experience in providing Screening and Brief Intervention (drug/alcohol) (vii) Experience of collaborating with relevant services/sectors relevant to the role (probation, addiction services, mental health, primary care)
<p>Other requirements specific to the post</p>	<ul style="list-style-type: none"> • Access to suitable transport is an essential requirement of this post • Flexible working hours – early or extended hours and, a willingness to travel between sites will provide greater availability of and access to services, ultimately ensuring a customer focused service
<p>Skills, competencies and/or knowledge</p>	<ul style="list-style-type: none"> • Demonstrate effective communications and interpersonal skills including the ability to present information in a clear and concise manner, the ability to engage collaboratively with all stakeholders and the ability to give constructive feedback • Demonstrate an ability to work in a self - directed manner • Demonstrate a substantive degree of critical reasoning skills • Demonstrate a knowledge of evidenced based approaches relevant to the field of drug/alcohol treatment modalities • Demonstrate specialist knowledge of the National Drug Rehabilitation Framework • Demonstrate an understanding of the importance of professional and personal support systems • Demonstrate knowledge of IT packages (word, excel etc.) • Demonstrate the ability to plan, organise and deliver services, in an efficient, effective and resourceful manner, within a model of client centred care • Demonstrate the ability to organise, prioritise, and manage a caseload • Demonstrate the ability to manage deadlines and effectively handle multiple tasks • Demonstrate leadership skills and ability to influence others • Demonstrate flexibility and openness to change and ability to lead and support others in a changing environment • Demonstrate the ability to support continuous improvement in services to clients. • Demonstrate ability to work effectively with multi-disciplinary teams • Demonstrate the ability to critically evaluate information

	<ul style="list-style-type: none"> • Demonstrate initiative that will ensure professional practice and accountability • Demonstrate understanding of quality client-centred care • Demonstrate an ability to critically monitor and evaluate service delivery • Demonstrate an ongoing commitment to fostering culturally sensitive work environments • Demonstrate continuous professional development
--	--

Terms and Conditions of Employment

Tenure	1 Year Fixed term contract:
Salary	34,000
Working Week	The standard working week applying to the post is for a 35 hours per week.
Annual Leave	The annual leave associate with this post will be confirmed at job offer stage.
Protection of Persons Reporting Child Abuse Act 1998	As this post is one of those designated under the Protection of Persons Reporting Child Abuse Act 1998, appointment to this post appoints one as a designated officer in accordance with Section 2 of the Act. You will remain a designated officer for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment.
Infection Control	Have a working knowledge of 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.
Health & Safety	<p>It is the responsibility of local line managers to ensure that the management of safety, health, and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Moreover, line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS).</p> <p>In these regards Clinical Supervisors will fully and knowingly cooperate with Site Specific Safety Statements, applicable to the Site(s) where they provide Clinical Service.</p>

Application Process

Interested candidates who meet the Person Specification requirements should send their cover letter & CV to Justinah Bello HR Manager at justinah.bello@coolminetc.ie. on or before **Friday 1st October 2021**. Please quote this application reference code **CK- SPW0921**.

Coolmine Therapeutic Community is an equal opportunities employer.