

Job Title	Nursing Service Team Leader
Hours	Full time – 35 hours per week
Location	Coolmine services, Limerick
Reports to	Mid-West Services Manager and Clinical Lead Coolmine
Salary	46,000
Purpose of Post	<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 outreach 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 outreach visiting Private Emergency Accommodations (PEA) to ensure residents/clients medical needs have been assessed, care planned and reviewed regularly.</p>
Projects	Coolmine Residential and Day Service Limerick
Contact Email:	Justinah.bello@coolminetc.ie
Application Ref.	HR/LRK/TLR/NSTL/0222

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 Team Leader. The successful candidate will report to Mid-West Services Manager and Coolmine Clinical Lead, to 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.

However, the successful candidate may be required to work in any of Coolmine’s service centres.

Role Responsibilities: (Include, but not limited to)

Clinical focus

- 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, focus on the outreach and pre-admission. 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/clients 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.

Education and training

- To facilitate and deliver health education/promotion interventions in the areas of physical health, emotional health and holistic wellness, 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.

Consultant

- 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.

Personal Specification:

Qualifications:

- A Psychiatric/General Nursing Qualification
- Registered with An Bord Altranais essential
- Diploma/ Cert in addiction studies desirable
- Full driving licence

Experience:

- Over two years nursing experience post registration
- Experience working with drug/alcohol users with, a particular emphasis on detoxification either residential or community based.

- Experience and understanding of the importance and implications of working as part of a team.
- Previous presentation delivery skills, and group facilitation experience is desirable.

Knowledge:

- Working knowledge of homeless service issues.
- Good understanding of quality mental health and addiction setting.
- Knowledge and ability to work within An Board Altranais Scope of Practice Framework.
- Knowledge of relevant nursing legislation including FOI, Data protection, nursing and mental health acts.
- Knowledge of standard precautions and how to maintain a safe environment.
- Familiar with various models of rehabilitation, counselling, and recovery approaches.

Personal Attributes Essential:

- Have excellent communication and listening skills and can present information in a way that is not over simplistic or complicated.
- Has an understanding of individual development.
- Familiar with various training methods and the ability to identify client's preferred learning style and develop a training programme to suit.
- Enjoys working with people, is approachable, and demonstrates warm and friendly mannerisms, while being clear and explicit about professional and personal boundaries.
- Has a "can do" attitude and a positive solution focused approach to problem solving and conflict resolution.
- Good oral and written skills with effective letter and report writing ability, maintaining accurate reports, files, and paperwork.
- Uses assertive behaviour, demonstrating dignity and respect for self and others at all times.
- Has good awareness of self and others, grounded in the "here and now" with good anticipation and observational skills.
- Role model's exemplary behaviour and attitude – is honest, consistent, and responsible.
- Works as part of a team supporting the objectives of the Coolmine.

Is mindful of Coolmine's values:

- Dignity & Respect – ensure the dignity and respect of individuals by actively listening and holding a non-judgmental attitude.
- Compassion – actively demonstrate compassion through responsible love, concern and understanding for each other.

- Honesty, Consistency and Responsibility - this value is at the core of what we believe and is demonstrated by accountability and transparency in all areas of organisation.
- Safety & Security – the implementation of policy and procedures to ensure the physical and psychological safety and security for all.
- Committed to Quality - by reflecting on practice and committed to continuous improvement of standards.
- Is open to appropriate challenges and confrontation from clients at the required time and place and is open to feedback and appraisal from colleagues and management.
- Respect for the ethos and values; of Coolmine Therapeutic Community.
- Commitment to working within an environment which promotes Equal Opportunities and has regard for the Health and Safety of others.

Terms of service:

This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.

Protection of Persons Reporting Child Abuse Act 1998

This post is one of those designated in accordance with Section 2 of the Protection of Persons Reporting Child Abuse Act 1998. You will remain a designated officer for the duration of your appointment in this post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. Such officer will, on receiving a report of child abuse formally notify the senior Social Worker in the Community Care Area in which the child is living.

Application Process:

Interested candidates who meet the Person Specification requirements should send their CV & cover letter to Justinah Bello, HR Manager at justinah.bello@coolminetc.ie Please quote the application reference HR/LRK/TLR/NSTL/0222

The closing date for applications is **5pm on Friday 4th March 2022.**

Coolmine Therapeutic Community is an equal opportunities employer.