

Job Title:	Psychologist
Location:	Cork City South
Reports to:	Team Leader Cork City South
Hours:	35 hours per week. Some out of hours work required.
Job Type:	2 Year Fixed-Term
Salary:	€53,000
Purpose:	The overall service will focus specifically on reducing cocaine/crack use across the Southwest but will be tightly integrated within the existing and broader drug and alcohol services / structures within Coolmine. Service Users will be identified through the standard assessment/referral from Coolmine or other regional services or self-referral. In keeping with the broader established Coolmine services, this project will focus on a biopsychosocial approach and family systems approach to the assessment, intervention and case management. There will be an emphasis on working with organisations, supports and services already involved in clients' lives to improve overall outcomes.
Contact Email:	Dylan.murphy@coolminetc.ie
Application Ref.	HR/CRK/SDL/PSCH/0723

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.

Coolmine, in conjunction with Cork Local Drug and Alcohol Task Force and Southern Regional Drug & Alcohol Task Force will develop multiple community-based drug and alcohol hubs to deliver frontline community-based drug & alcohol treatment interventions in the Cork & Kerry region. We now wish to recruit a Project Worker for this hub. Following the recruitment process, we will establish a panel from which we will select candidates as required in the various hubs. The successful candidates will report to the Team Leader to provide quality service to clients, families and significant others in accordance with best evidence-based practice in the area of case management, group therapy, psycho-social workshops, and formal and informal interactions with clients.

Role Responsibilities: (Include, but not limited to)

Service based research to inform the development and delivery of an effective service to cocaine / crack users.

- Conduct quantitative and qualitative, service-based research on an on-going basis to directly inform and support the development and delivery of an effective service which has evidence based and effective practice to the fore.
- Monitoring of client needs and outcomes over time.
- Dissemination of data and recommendations, as well as provision of the necessary training, support and consultancy to the project team, Coolmine and the other supporting agencies to develop and improve service provision.
- The psychologist will take a lead role in coordinating the Clinical Quality and Safety Group and the project will be developed in alignment with the Clinical Quality and Safety Governance within existing drug and alcohol services.

Development and delivery of a Psychological Service

Clinical Remit

- Develop, deliver and evaluate a psychological service which support the reduction of cocaine / crack use. This will include the provision of psychological assessment and intervention services which meet the psychological needs of clients in the context of cocaine / crack use.
- Develop, deliver and evaluate a range of psychological supports and services to meet the needs of clients indirectly through the provision of psychological consultation, psychoeducation, training and other supports as appropriate to staff on the project team, Hub teams and staff in the broader drug and alcohol services.
- Provide psychological supports to improve knowledge and understanding of the psychological / mental needs of cocaine users and how to effectively meet these needs.
- Assist in the development and dissemination of psychoeducational or other resources to support clients' and / or service providers across Cork and Kerry.
- Assist in the development and delivery of trauma-focused interventions and a trauma focused intervention service for project Workers and other team members as appropriate.

- Where appropriate and within the parameters of this limited resource, develop and deliver a range of population level / group level interventions.
- Improve health outcomes for cocaine users from a health equality perspective by informing and influencing the delivery of a service which circumvents access and engagement barriers.
- Collate and develop culturally sensitive and trauma sensitive resources for use by families, health services, or others and in conjunction with identified partners.
- Actively development and provide services which are culturally sensitive and trauma sensitive.
- Develop and maintain service policies as appropriate, record-keeping, notes and good file management.

Interagency Work

- Working in close collaboration with Cork Kerry Community Healthcare Social Inclusion services, community-based services and NGOs to help meet the needs of the client group.
- Work with both community and statutory providers to initiate health and wellbeing programmes.
- Further develop, update and evaluate the resource packs / website for frontline staff (including GPs). Explore the development of online resources.
- Liaise with existing Cork Kerry Community Healthcare staff and Community / Voluntary sector staff with expertise in this area.
- Link with identified Cork Kerry Community Healthcare Heads of Service as required.
- To support the broader Social Inclusion teams, through the provision of clinical supervision to trainees and assistant psychologists when required.

Review, Evaluation and Sustainability

- Ensure service-user and front-line staff feedback mechanisms.
- Identify models of good practice in other areas and adapt for use in Cork and Kerry as required / as appropriate.
- Ensure appropriate monitoring, evaluation and review of the work undertaken and programmes delivered.
- Identify and develop collaborative partnerships and programmes in response to identified needs.

Self-Care:

- The Cork Kerry Community Healthcare Social Inclusion Psychology Service recognises the traumatic nature of the experiences of some clients and the personal demands of the work. As such, there is a culture of care, support and compassion within the Psychology service, the broader Social Inclusion team and Drug and Alcohol services. The post-holder will be encouraged to place a strong personal emphasis on his/her own self-care and to actively nurture the existing culture of care and compassion for clients and between colleagues.

Person Specification

Education

- (i) a recognised University degree or diploma (NQAI Level 8 equivalent) obtained with first, or second class, honours in which psychology was taken as a major subject and honours obtained in that subject.

and

- (ii) a postgraduate professional psychological qualification recognised by the Psychological Society of Ireland in Clinical Psychology, or Counselling Psychology or Educational Psychology as appropriate to the area of professional psychology in which the position is designated,

or

a postgraduate professional psychology qualification validated by the Department of Health and Children in Clinical Psychology, or Counselling Psychology or Educational Psychology as appropriate to the area of professional psychology in which the position is designated.

Experience

- Possess the requisite knowledge and ability (including a high standard of suitability and management ability) for the proper discharge of the duties of the office.

Knowledge & Skills

- Strong research skills and an ability to use research to directly inform service development and clinical practice.
- Experience of working in the area of addiction is desirable but not essential Prepare clients in moving to Residential Programmes, including medical card application, social welfare payments etc.
- Demonstrable understanding of/experience in health and psychological needs of people struggling with addiction and the unique barriers faced in access to mainstream services.
- Access to transport is essential.
- Demonstrable experience of and capacity to work in partnership with other disciplines, services and other agencies, with client compassion and a commitment to good outcomes for clients to the fore.
- Capacity to carryout service-based research and evaluations.
- Ability to facilitate workshops and training and to support service and organisational development.
- Demonstrate sufficient professional knowledge to carry out the duties and responsibilities of the role.
- Demonstrate experience of applying evidence-based practice.
- Demonstrate an ability to apply knowledge to best practice.

Planning and Organising Resources

- Demonstrate ability to plan, organise and deliver evidence-based services in an efficient, effective, and resourceful manner, within a model of client-centred care and value for money.
- Demonstrate good ability to develop and deliver services which have maximum reach and make the best use of limited resources and is rooted in evidence-based practice.
- Ability to plan, develop and deliver a service, with support from the Coolmine Team Leader and Principal Psychologist and to evaluate outcomes so as to continue to improve service delivery.

- Demonstrate ability to manage deadlines and effectively prioritise workloads.
- Demonstrate a commitment to assuring high standards and strive for a user-centred service.
- Demonstrate initiative and innovation in identifying areas for service improvement.
- Demonstrate knowledge of Health Service Planning and Delivery

Teams Skills / Project Management Skills

- Demonstrate ability to work as part of a team or on one's own initiative.
- Demonstrate ability to empathise/treat others with dignity and respect, including clients, colleagues and other professionals.
- Demonstrate flexibility and openness to change.
- Be able to assess and respond to need quickly, taking a pragmatic and solution-focused approach.
- Project management skills

Analytical Skills

- Demonstrate ability to evaluate information and make effective decisions especially with regard to service user care.

Communication & Interpersonal Skills

- Display effective interpersonal and communication skills (verbal and written).
- Demonstrate ability to utilise supervision effectively.
- Demonstrate a willingness to develop IT skills relevant to the role.
- Demonstrate commitment to continuing professional development.
- Demonstrate experience of developing and working in a variety of partnerships and networks.

Application Process:

Interested candidates who meet the Person Specification requirements should send their CV & cover letter with application reference code to Dylan Murphy, HR Administrator at dylan.murphy@coolminectc.ie

Please quote this application reference HR/CRK/SDL/PSCH/0823

The closing date for applications **18th of August 2023.**

Coolmine Therapeutic Community is an equal opportunities employer.