

Job Title:	Senior Occupational Therapist - Housing First Multi-Disciplinary Health Team
Location:	Dublin
Reports to:	Senior Clinical Psychologist
Job Type:	Full-Time – 5 Year Fixed Term Contract
Hours:	35 hours per week.
Salary:	€66,760
Purpose:	<p>The Housing First programme is a person-centred, evidence-based approach that supports individuals with complex health and social care needs to move directly into permanent housing, without preconditions. Delivered through a multidisciplinary team (MDT) model and Case Management support, the programme provides intensive, flexible, and integrated support to enable sustained tenancies and improved health and wellbeing outcomes</p> <p>The Housing First Model in Dublin brings together the Health MDT and the Intensive Case Management Team to ensure accessible and person centred supports are delivered to people living in Housing First Tenancies Across Dublin City and County. The Senior Occupational Therapist will be a key leadership role to ensure the MDT works within the fidelity of the Housing First model and to the highest standards of clinical practice.</p>
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Application Ref.	HR/DUB/HSF/OCTM/0825

The Senior Occupational Therapist will have a pivotal role within the Housing First Multi-Disciplinary Team (MDT). This team forms part of a collaborative consortium between Coolmine and Ana Liffey Drug Project, who are working in partnership to establish a Housing First MDT and deliver an integrated Housing First model. Together, the organisations bring their combined expertise to support individuals with complex needs, ensuring the delivery of coordinated, client-centred care. The Senior Occupational Therapist will provide specialist input within this MDT, contributing to high-quality, clinically informed practice

The ideal candidate for the Housing First Senior Occupational Therapist role will be an experienced, values-driven professional with clinical expertise and leadership capability. They will demonstrate a strong commitment to the core principles of the Housing First model, including harm reduction, trauma-informed care, and unconditional support. As a senior clinician within the multidisciplinary team, the postholder will play a pivotal role in shaping occupational therapy service delivery and ensuring person-centred care for Housing First tenants.

In addition to delivering high-quality, evidence-based occupational therapy interventions, the postholder will provide clinical leadership within their discipline and contribute to the development, implementation, and continuous improvement of best practice across the service. They will work in close collaboration with the ADON and Senior Clinical Psychologist to maintain effective clinical governance and ensure integrated, holistic care planning. The role will also require active engagement with MDT colleagues, Intensive Case Managers, and external stakeholders to support collaborative, cross-agency working that meets the complex health and social needs of Housing First participants.

Role & Responsibilities:

Professional Knowledge and Experience

- Apply clinical knowledge and evidence-based practice to meet the complex health, housing, and social needs of Housing First participants, ensuring all interventions align with the principles of Housing First
- Hold a client caseload and work directly with Housing First participants, delivering specialist occupational therapy interventions to support their health, wellbeing, and tenancy sustainment.
- Design and deliver bespoke training programmes for Housing First participants to develop independent living skills, supporting their capacity to manage daily routines, housing responsibilities, and community participation
- Demonstrate a thorough understanding of the Occupational Therapy process and underpinning theory and its application in supporting people with multiple and complex needs to sustain housing and improve wellbeing.
- Deliver safe, efficient, and effective OT interventions in line with best practice, demonstrating a sound knowledge of clinical and housing-related risk management
- Maintain up-to-date knowledge of legislative and policy requirements relevant to healthcare, housing support, and the Housing First model, applying this knowledge in daily practice.
- Commit to continuous professional development and shared learning, contributing to the skill development of MDT colleagues and the wider Housing First partnership

Leadership and Management

- Lead on the delivery of occupational therapy services within the Housing First MDT, ensuring they are efficient, effective, and aligned with Housing First principles, including harm reduction, trauma-informed care, and person-centred support
- Promote and facilitate collaborative, cross-disciplinary working with MDT colleagues, Intensive Case Managers (ICMs), tenancy support providers, and external partners to ensure coordinated, holistic services that optimise outcomes for Housing First participants

- Work in close collaboration with the Senior Clinical Psychologist and MDT to maintain effective clinical governance, ensure integrated, holistic care planning, and actively broker support with community-based services to enhance client outcomes and promote sustained tenancy.
- Provide direct line management of the Occupational Therapist, adopting an approachable and supportive leadership style that fosters strong collaborative working relationships and promotes high standards of practice
- Address obstacles and conflicts constructively, promoting solutions-focused dialogue and maintaining a commitment to Housing First values of respect, dignity, and unconditional support.
- Foster a culture of continuous learning and reflective practice with MDT members, encouraging innovation, professional development, and evidence-based improvements in service delivery for Housing First participants
- Use flexible, innovative, solution focused problem-solving strategies to address any challenges and complexities that may occur

Clinical Governance

- Knowledge of policy, legislative, clinical, and professional standards relevant to occupational therapy and multidisciplinary practice
- Actively contribute to continuous improvement initiatives, to drive change and enhance service delivery for Housing First participants.
- Review and refine standards of quality, efficiency, and client engagement to improve outcomes for clients with complex health needs.
- Demonstrate a strong awareness of the lived experiences of Housing First tenants, showing empathy, respect, and a commitment to treating all clients with dignity and respect
- Apply advanced clinical expertise and leadership experience to assess complex situations and make sound, evidence-based decisions
- Identify and manage clinical risks, and make timely decisions to maintain safe and effective service delivery
- Use flexible, innovative problem-solving strategies to address challenges, including non-engagement or complex behavioural presentations

Communications and Interpersonal Skills

- Communicate effectively in verbal and written formats to MDT colleagues, ICMs, housing providers, and external agencies.
- Adapt communication style to suit the needs of the audience, demonstrating active listening and empathy in all interactions.
- Build and maintain effective professional networks, collaborating closely with the MDT, ICMs, and stakeholders to deliver coordinated, person-centred care
- Exercise sensitivity, diplomacy, and tact when navigating challenging conversations or conflict situations, fostering a constructive and solutions-focused approach.
- Demonstrate strong influencing and negotiation skills, remaining both assertive and flexible in advocating for participants' needs and the fidelity of the Housing First model

Required Qualifications

Education

- Third Level qualification in Occupational Therapy or related field, Minimum of NFQ Level 8 Degree.

Experience

- Minimum of three years' post-qualification experience as an Occupational Therapist, with a proven track record of delivering high-quality, evidence-based interventions to individuals with complex health and social needs
- Extensive experience of working directly with clients in a person-centred, trauma-informed, and strengths-based framework, ideally within homelessness, mental health, and/or addiction services.
- Demonstrated expertise in the development, implementation, and evaluation of comprehensive care plans, ensuring they are integrated within a multidisciplinary care framework.
- Proven ability to compile, analyse, and present service data, producing clear, accurate reports to inform clinical decision-making, service evaluation, and continuous quality improvement

Core Competencies

- Demonstrated excellence in clinical communication, interpersonal engagement, and client-centred service delivery.
- Proficiency in IT systems relevant to clinical documentation, case management, and data reporting.
- Proven ability to manage competing priorities and deliver high-quality outputs within tight deadlines.
- A high level of professional integrity, with a clear alignment to the mission, vision, and therapeutic ethos of Housing First and Coolmine, the employing organisation.
- Experience in supervising, supporting, and developing clinical staff in line with best practice standards.
- Ability to engage confidently with internal and external stakeholders of Housing First and Coolmine, influencing both operational and strategic discussions.
- Experience in presenting at internal and external meetings, including clinical reviews, interagency forums, and stakeholder briefings.
- Strong analytical and written communication skills, including the ability to produce clinical, operational, and evaluation reports.
- Proven leadership capacity, demonstrated through guiding multidisciplinary teams during periods of growth or service development.
- Commitment to clinical excellence and continuous staff development through reflective practice, consultation, and coaching.
- Evidence of innovative thinking and solution-focused approaches to service delivery within complex care environments.
- Embody and promote the values, inclusive ethos, and trauma-informed principles upheld by Housing First and Coolmine.



- Commitment to creating a safe, equitable, and supportive working environment that adheres to Equal Opportunities and Health & Safety legislation

Application Process:

Interested candidates who meet the Person Specification requirements should send their CV & cover letter to Dylan Murphy, HR Coordinator on Dylan.Murphy@coolminetc.ie

Please quote the application reference number **HR/DUB/HSF/OCTM/0825**

The closing date for applications is **Monday the 8th of September 2025.**

Coolmine Therapeutic Community is an equal opportunities employer.

Please find our Candidate Privacy Notice - <https://www.coolmine.ie/candidate-privacy-notice/>