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| Job Title: | Cocaine Project Worker |
| Location: | Cork North City & Midleton Hubs Outreach to wider hub catchment area |
| Reports to: | Senior Cocaine Project Worker |
| Hours: | 35 hours per week. Some out of hour's work required. |
| Salary: | €36,720 - €39,500 – Salary Scale (Depending on Experience) |
| Purpose: | To provide quality service to clients and families/significant others in accordance with best practice in the area of case management, group therapy, psycho-social workshops, and formal / informal interactions with clients |
| Contact Email: | dylan.murphy@coolminetc.ie |
| Application Ref. | HR/CRK/SDL/PPW/0326 |

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.

The successful candidates will report to the Senior Cocaine Project Worker 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)

- Engage with and build trusting relationships with all clients at a formal and informal level in order to develop a viable and productive therapeutic relationship, treating them with dignity and respect at all times in order to promote and motivate clients towards full recovery, while working within the ACI and Coolmine code of ethics as well as the overall values of Coolmine.
- Ensuring all relevant documentation, filing, statistics and paperwork are in line with the aims and standards of the project. Provide 1:2:1 support for clients, consulting with them and enabling them towards positive career plans and a healthy drug-free lifestyle.
- Carry out thorough assessments of client needs, identify and develop care plans within an ongoing key working system, identify and review the needs of the clients to allow them to make informed decisions about their future.

- Make appropriate referrals to all internal and external services including: initial and comprehensive assessment; care plans; primary treatment plan; process the collections of client urines for testing.
- 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 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 to ensure that a consistent delivery of service, quality standards and best practice are adhered to at all times

Person Specification:

Eligibility to Work (Essential)

- Must have a valid Irish Work Permit for the EU and Ireland.

Education (Essential)

- Minimum of NFQ Level 7 Accredited Undergraduate Diploma in addiction studies or related field.
- Must be eligible to register or registered with CORU, ACI or another recognised professional accredited body.

Mandatory

- Two years' experience working within the drug and alcohol field.
- Experience of working directly with service users.
- Experience of the implementation and evaluation of care planning.
- Experience in providing statistics and reports.

Desirable

- Experience in Line Management Supervision and Performance Appraisal.
- Experience of group facilitation.
- Experience of work in, or knowledge of, the Therapeutic Community model

Knowledge & Skills

- High Performing Project Worker as per Performance Appraisal
- Excellent Record Keeping
- Role Model the vision and values of Coolmine.
- Can understand the dynamics and interface between the individual and the community.
- Can effectively implement work plans
- Can ensure confidentiality of records and security of same
- Have a "can do" attitude and a positive solution focused approach to problem solving and conflict resolution
- Strong Leadership Skills

- Skills to motivate and develop staff to deliver quality service
- Excellent communication and listening skills.
- Is clear and explicit about professional and personal boundaries.
- Clear written communication skills
- Uses assertive behaviour, demonstrating dignity and respect for self and others at all times.
- Capacity to work effectively under pressure

Competences Required

- Strong interpersonal skills
- Clear written and verbal communication skills
- Strong Leadership Skills
- Skills to motivate and develop staff to deliver quality service.
- Capacity to work effectively under pressure.
- Committed to meeting the needs of excluded and marginalised people.
- Ability to manage change and be responsive to evolving organisational change.
- Solution focused.

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 CTC/HR/CRK/CPW/0326

The closing date for applications is **Wednesday the 25th of March 2026.**

Coolmine Therapeutic Community is an equal opportunities employer.

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