

Job Title:	Family Service Team Leader
Location:	CTC Family Service (Teaghlach) 11 Boyce's Street, Co. Cork - T23 XN44
Reports to:	Services Manager
Job Type:	Permanent
Hours:	35 Hours per week (Monday – Friday, 9am – 5pm) Some out of hours work may be required on occasion.
Salary:	€47,781 - €55,302 (Depending on Relevant Experience)
Purpose:	To lead and manage a team and ensure the delivery of a quality service to clients in accordance with organisational standards and targets.
Contact Email:	dylan.murphy@coolminetc.ie
Application Ref.	CTC/HR/CRK/FLM/TLFS/1026

Coolmine Therapeutic Community is a leading national provider of drug and alcohol treatment and recovery services, supporting individuals, families and communities across Ireland. For over 50 years, Coolmine has been committed to helping people affected by addiction to achieve lasting recovery and lead fulfilling, productive lives. Our work is rooted in the Therapeutic Community model, which promotes personal responsibility, peer support, education, therapeutic intervention and positive lifestyle change.

Coolmine delivers a broad range of services across the East, Midwest and Southwest of Ireland, with services located throughout Dublin, Limerick, Cork and Kerry. Our residential services include Coolmine Lodge, providing treatment for men, and Ashleigh House in Dublin and Tait House in Limerick, supporting women and children. We also provide community and day services across our regional locations, alongside outreach and specialist services. Our services provide a continuum of care, from initial contact, assessment and stabilisation through primary treatment, integration, aftercare and lifelong peer-led recovery support.

Why Work at Coolmine Therapeutic Community?

Working at Coolmine Therapeutic Community means joining a purpose-driven organisation where your work can make a meaningful difference to individuals, families and communities affected by addiction. We are committed to creating a supportive, inclusive and healthy workplace where our staff are valued, respected and encouraged to develop professionally. Coolmine is accredited under the **Gender Equality European & International Standard (GEEIS)**, demonstrating our commitment to promoting gender equality, diversity and inclusion across our organisation.

We are also proud to participate in the **IBEC KeepWell initiative**, reflecting our commitment to supporting the health and wellbeing of our employees.

At Coolmine, you will be part of a dedicated and compassionate team, working together to support recovery, promote positive change and strengthen communities across Ireland.

Role & Responsibilities:

Professional & Clinical Practice

- Provide case management supports utilising the Parents Under Pressure Framework to Families and work as a member and a manager of a Multidisciplinary Team
- Responsible for the delivery and ongoing development of a Family Based service currently offering evidence -based approaches- PUP (Parenting Under Pressure), Art Therapy, Play Therapy and Family Support
- Provide a service in the CH04 area to families who are experiencing adversity and pressure, including but not limited to past or current addiction problems, domestic violence, financial difficulties, homelessness and/ or minimal support structures.
- Communicate effectively and work in co-operation with other team members and agencies to ensure Multidisciplinary Team service provision across the geographical work area as required
- Work within limits of professional competence in line with principles of best practice professional conduct and clinical governance.
- Conduct thorough assessments with individual families who will be referred to the service and engage parents in the development and implementation of their own individualised and tailored therapeutic family support plan
- Facilitate Group sessions, including PuP group and Family support if necessary
- To liaise with other health, social care and community-based services to advocate for service user needs to be met within their care plan
- Inform facilitate and refer individuals as appropriate in accessing healthcare and support services
- Maintain assigned clinical caseload onsite and in person
- Engage in clinical audit, quality initiatives and service research and evaluation and prepare reports as required
- Contribute to, promote and safeguard the good reputation of the service
- Attend meetings/case-conferences as required
- Participate in service-related working groups/sub-groups as required
- Work in an ethical and professional manner at all times

- Ensure clinical practice is fully compliant with Children First Legislation
- To 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
- To comply with all Health and Safety regulations and risk assessment procedures in Coolmine that ensures safety for 1:1 working

Leadership

- Take a full leadership role within this team, including the management of the service and line management of the team including art therapist, play therapist and family support worker
- To participate when appropriate in an area of special clinical interest, clinical group of relevance to the service.
- Ensure all administrative duties are carried out in accordance with the required timelines and procedures in the area of time sheets, leave and absence records, rosters, and all other relevant paperwork.
- Effectively line manage the hub team to ensure standardised practice in compliance with Coolmine policies. Provide oversight to service development and delivery in each hub and ensure that all line management supervision and performance management processes are kept up to date.
- Work with the Services Manager to ensure the efficient implementation in each hub of any Coolmine change in policy or practice.
- Initiate and participate in evaluating systemic approaches within particular areas of the service, so that the effects go beyond individual cases and improves the effective running of the service for service users and families

Administration skills

- Maintain appropriate client records, databases and statistics in accordance with Coolmine TC requirements and local guidelines
- Ensure practice is fully compliant with the requirements of The Freedom of Information Act, Data Protection Acts and other relevant legislation
- Provide statistical returns and additional data as required to support the effective administration and evaluation of the service
- Assist in ensuring that the service makes the most efficient and effective use of developments in Information and Communications Technology
- To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon family service
- Participate in ongoing evaluation and in initiatives to improve the quality of all aspects of the service.

Performance Management and Professional Development

- Engage in regular case-management, line manager performance management sessions and clinical supervision.
- Attend mandatory training programmes
- Take responsibility for being informed of advances in professional knowledge and practice
- Participate in continuous professional development initiatives

Education and Development

Requirements Essential:

Education

- Minimum of NFQ Level 7 Diploma in Social Care, Social Work or other relevant related studies or higher.
- Must be eligible to register or registered with CORU or another recognised professional accredited body.
- Must have a valid EU & Irish Work Permit.

Experience (Essential)

- Accredited Parents Under Pressure Practitioner (PuP)

Experience Desirable

- Experience in Line management Supervision and Performance appraisal
- Accredited CRA therapist or willing to work towards accreditation
- Experience of group facilitation

Core Competencies

- 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
- Ability and experience in managing service data and compiling timely reports on service activity.

Benefits to working with Coolmine TC.

- Bike to Work scheme.
- Employee assistance program
- Travel Tax Saver Scheme
- Death in Service Benefit
- Enhanced Sick Leave Entitlement
- Additional Annual Leave Entitlement

Application Process:

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

Please quote the application reference number **CTC/HR/CRK/FLM/TLFS/1026**

The closing date for applications is **Wednesday the 21st of October 2026**

Coolmine Therapeutic Community is an equal opportunities employer.

A panel may be formed as a result of this campaign from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled within Coolmine Therapeutic Community.

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