COOLMINE
OVERCOMING ADDICTION, SUPPORTING RECOVERY

Job Title:	**Project Worker**
Location:	West Cork Hub Ahiohill,P47 YK59 Outreach to Wider West Cork Catchment Area
Reports to:	Senior Project Worker
Job Type:	Permanent
Hours:	**21 hours per week**. Some out of normal working office hours may be required.
Salary:	€23,672.22 - €25,464.39 – Depending on Relevant Experience *FTE Salary (39,453.70 - 42,440.66)*
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/WCPW/1126

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**

Gender Equality & Diversity for European & International Standard

The KeepWell Mark An Ibec Initiative

(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

- 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.

Education and Development

Requirements

Essential:

Education

- Minimum of NFQ Level 7 Accredited Undergraduate Degree in Addiction Studies or other relevant related studies.
- Must be eligible to register or registered with CORU or another recognised professional accredited body.
- Must have a valid EU & Irish Work Permit.

Experience (Desirable)

- Two years' experience working within the drug and alcohol field.
- Experience of working with the Social Inclusion care group including homeless, traveller, Roma and others.
- Familiar with Community Services
- Familiar with Mental Health services
- Familiar with HSE Addiction services
- Can understand the dynamics and interface between the individual and the community.
- Familiar with various evidence-based models of rehabilitation, counselling, and recovery approaches.
- Experience of the implementation and evaluation of care planning/case management
- Experience of group facilitation.
- Has experience and understands the importance and implications of working as part of a team.

Core Competencies

- Has excellent communication and listening skills.
- Enjoys working with people, is approachable, and demonstrates warm and friendly mannerisms.
- Is clear and explicit about professional and personal boundaries.
- Strong interpersonal skills.
- Clear written and verbal communication skills.
- High IT literacy skills.
- Have a "can do" attitude and a positive solution focused approach to problem solving and conflict resolution.
- Uses assertive behaviour, demonstrating dignity and respect for self and others at all times.

- 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.
- Capacity to work effectively under pressure.
- Committed to meeting the needs of excluded and marginalised people.
- Successful candidate would be engaged in recording case files on ECASS.
- Successful candidate would be engaged in recording the NDTRS forms.
- Prepare the clients to move to the programs which will include:
    - Signposting to external agencies when appropriate
    - Preparation for Coolmine Programs
    - Preparation for moving to Residential Programs, including medical card application, social welfare payments etc.
- Committed to follow up with allied health and social care services.

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
- On-site parking

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 **HR/CRK/SDL/WCPW/1126**

The closing date for applications is **Friday the 27th of November 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/