

Job Title	Social Care Worker
Date Reviewed	October 2024
Reports To	Social Care Team Leader
Key Relationships & Interactions	<p>Internal Supported Living Services; Day Services; Clinical, Quality, Resources.</p> <p>External Parents/guardians; Community Health Services; Community stakeholders.</p>
Terms & Conditions	<ul style="list-style-type: none"> • Specified Purpose Contract, part time position • Salary scale €36,320-39,787 Depending on Experience (pro rata for part time positions) • 84.5 hours per month • 281 hours annual leave WTE (pro rata for part time positions) • Award winning Wellbeing Programme • Flexible work hours including sleepovers, weekends, and bank holidays <ul style="list-style-type: none"> ○ 50% premium payment paid for Sunday hours ○ Double time payment for Bank Holiday Hours ○ €7.80 allowance paid for Saturday shift ○ €70.70 per sleepover allowance paid • The location of the work may vary within the Dublin area
Job Overview	<p>WALK provides supports for people with intellectual disabilities living in community supported living settings and day service supports. At WALK, we empower people with disabilities to live self determined lives in an equal and inclusive society. Our vision is an inclusive society where communities value and treat all people as equal citizens. Our values are based on a human rights-based approach and a low arousal non-aversive philosophy.</p> <p>Social Care Worker is responsible in supporting people's to achieve the vision and goals in accordance to their will and preference as outlined in their personal plan. Social care worker will empower people supported to live self-determined lives in socially inclusive communities. To support families as appropriate and in accordance with the wishes of the person supported. To build social capital in the communities, and support people to enhance their socially valued roles and contribute to the community.</p> <p>Social care worker will work in collaboration with the support team, leadership team, clinical team, and all other stakeholders to ensure people have a safe and effective service. Social care workers will support the team leader/coordinator to achieve and maintain HIQA regulatory compliance.</p>
Key Result Areas	Key Outcomes
	The successful candidate will be responsible for achieving the following key* outcomes:

	<ol style="list-style-type: none"> 1. Ensuring the person is supported in the least restrictive environment. 2. Ensure the human rights of the person supported is upheld to the highest standards 3. Ensure people are supported in accordance with a low arousal non-aversive philosophy 4. Ensure that agreed personal goals are achieved within the agreed timeframe 5. Ensure that a safe home environment is maintained 6. Ensure that the person supported is motivated to try new things and overcome obstacles to progress 7. Ensure that work is prioritised so that key commitments are completed 8. Ensure that all supports are person centred and in line with the wishes of the person supported 9. Ensure that you work as a positive contributing member to your staff team and the organisation 10. To work on issues relevant to the community in which people you support live, work and socialise 11. To ensure that people you support have socially valued roles in their community 12. Support people with dignity and respect. 13. As a social care professional you may be required to support people's basic needs which may include but is not limited to medication administration, household tasks, laundry management, meal preparation, and, personal care. 14. Completion and attendance of training in line with your role. 15. Completion and development of personal plans, which includes use of Microsoft office, email, and SharePoint. <p>*Note: You will be responsible for delivery of other agreed outcomes as part of the Probation and Performance Development System</p>
<p>Essential Criteria – to be assessed by CV</p>	<ul style="list-style-type: none"> • A relevant third level qualification in social care or related field • Prior experience in a similar role • Demonstrated ability to support Adults with complex needs (mental health challenge and/or challenging behaviour) in community settings
<p>Desirable Criteria - to be assessed by CV</p>	<ul style="list-style-type: none"> • Have a full driver's license • Experience working with quality systems such as POMS, CQL or PQASSO. • Knowledge and experience of implementing National Standards and Regulations such as HIQA.
<p>Competencies – to be assessed at interview</p>	<ul style="list-style-type: none"> • Human Rights Based Approach • Low Arousal Philosophy & Practice • Resilience, Positive Attitude & Openness to Change • Effective Communication & Working Relationships • Planning, Organising & Prioritising

	<ul style="list-style-type: none"> • Innovation, Creativity & Problem Solving
<p>Personal Competencies - to be assessed at interview</p>	<ul style="list-style-type: none"> • Values in line with the organisations • Excellent communication skills with proven ability to develop positive relationships with a variety of stakeholders • Demonstrated understanding of a human rights-based approach to supporting people with disabilities • Strong understanding and track record in building social capital and achieving socially valued roles for people with intellectual disabilities • Excellent judgment • Ability to build and maintain effective relationships • High level of critical reasoning ability (verbal, numerical and conceptual) • Track record in planning and organising in complex environments • Demonstrated focus on achieving outcomes • High level of creativity and innovation in problem solving • Proven record of resilience and person-centred focus • Demonstrates ability to plan, organise, & prioritise own work • Establishes & maintains effective working relationships & fosters cooperation & teamwork. • Exercises independent judgment • Demonstrates tact & diplomacy in representing the organisation.

This job description indicates the main functions and responsibilities of the post and is subject to review and amendment in the light of changing circumstances and may include other duties and responsibilities, as may be determined from time to time.

Depending on the nature of the position, job related responsibilities and the service users' profile in some of our Supported living services, new hires for certain locations may be required to complete a pre-employment medical examination, as part of the onboarding process. The purpose of this examination is to ensure that staff can work without causing undue risk to themselves or others and to keep all employees in the workplace safe. All information submitted will be entirely confidential and we will only handle your personal data in accordance with the terms contained in our privacy statement.