



## Job Description

### Young Knocknaheeny ABC Programme

#### Child Health Development Worker

#### 1 post available

**Employer:** NICHE Health Project (Cork) CLG is the lead agency for the Young Knocknaheeny Area Based Childhood Programme. Employees will have a contract of employment provided by NICHE Health Project (Cork) CLG.

**Location:** NICHE Health Project (Cork) CLG premises or nominated location. The Child Health Development Worker will be assigned a base location but will be expected to work across the Young Knocknaheeny geographical area.

**Contract:** Fixed-term period to 31<sup>st</sup> December 2019 subject to continued funding.

**Probation:** Three months with YKABC/ADPHN

**Hours of work:** 37 hours per week (full-time). Occasional out of hours working may be required for which a time off in lieu system is in operation.

**Salary:** Applicable HSE PHN salary scale.

**Recruitment:** Open recruitment adhering to the NICHE Health Project (Cork) CLG recruitment policy. Secondment from a current position may be arranged if appropriate.

#### Programme Background:

Young Knocknaheeny (YK) is a community-based prevention and early intervention programme, working in the Northwest area of Cork City.

The Young Knocknaheeny Programme (YK) aims to get every child's life off to the best possible start by:

- Respectfully enhancing skills and early childhood development knowledge of all parents, practitioners and services
- Strengthening and enhancing all relationships and environments that are important to every child's early development
- Embedding systems and community change to support early childhood development and address childhood poverty



The Young Knocknaheeny programme is underpinned by an innovative Infant Mental Health Framework and draws on best international evidence and practice.

Aligned to 'Better Outcomes Brighter Futures', YK is part of the national Area Based Childhood Programme (ABC) addressing areas of: Child Health & Development; Children's Learning; Parenting and Integrated Service Delivery.

The Young Knocknaheeny Area Based Childhood Programme is funded by TUSLA.

### **Job Purpose:**

The Child Health Development Worker will join an innovative interdisciplinary team and provide an essential contribution to the YK ABC programme. Using an Infant Mental Health Framework, the Child Health Development Worker will establish and build trusting relationships with families, beginning with expectant mothers and through the key developmental stages of infancy and into the young child's early life.

The postholder will work closely with their Young Knocknaheeny colleagues and wider service partners to promote and advance the social and emotional development of infancy and early childhood development and strive to enable it to reach parity with physical health and wellbeing. The postholder will have a unique opportunity to contribute to a community development approach to health and wellbeing.

The Child Health Development Worker will empower and motivate confidence by building on the strengths and capacities of parents caring for their children at different development stages, starting from the antenatal period. She/he will do so through sharing the knowledge and understanding of the role of parental relationship in early development. He/she will support parents to provide their infants and young children with the best start in life.

Specifically, She/he will work with the YK Interdisciplinary Team to engage and establish relationship-focussed interactions with families to enable parents to access our services. In conjunction with the YK Interdisciplinary Team, he/she will support parents to avail of the capacity building and skill acquisition required to support the overall health and wellbeing of their children and access interventions at the earliest identification of child development difficulties.

She/he will build up their connections with families in the community by linking and working closely with other service providers. He/she will develop their work with families through one



to one relationships, or by developing these relationships through group based programmes and/or transitioning families to wider supports and services available to parents.

### **Job description**

- The Child Health Development Worker will be a key member of the infant mental health interdisciplinary team and will be expected to contribute to team meetings, discussions and processes.
- With their colleagues, she/he will be required to be a key player in the ongoing development of the YK ABC Programme and contribute to team work and collaboration. He/she will also be expected to network and develop working relationships with wider stakeholders and contribute to the overall community development and enhancement taking place locally.
- She/he will be supported to use their existing developmental knowledge and skills to support and promote the social and emotional developmental stages of the antenatal period, infancy and early childhood, alongside physical health and wellbeing. He/she will build relationship-focused, trusting relationships with expectant mothers, existing parents and those caring for very young children to support them in the understanding of their parental role in their child's overall development.
- She/he will work closely with families to support and strengthen parental capacity and the parent-child relationship to improve their children's developmental outcomes. He/she will work to build parents and caregivers own self-esteem and ability to engage with services, peers and their communities around them. She/he will link those parents and children with other relevant services available to them and engage specialised supports when needed.
- He/she will be supported to develop their skills and competencies in the established Infant Mental Health Framework, through which, they will deliver individual and group based interventions with parents and families. Through this framework, they will also be further supported to build relationships with families and with the relevant community networks so that the opportunities that arise out of the YK programme may be fully realised.
- The Child Health Development Worker will utilise their existing child health development knowledge and experience and relationship-focused skills. The Child



Health Development Worker will be a dedicated resource that compliments existing services and will work closely with their local public health nursing, general practitioner, practice nurse colleagues alongside existing child health services in the community to improve overall health and wellbeing outcomes for young children and their families.

- She/he will be supported to advance the skills and practice required to progress a community development approach to health and wellbeing for young children and their families and implement universal/progressive universal interventions in the pre-birth to 6 year period of development.
- He/she will also be supported to develop and advance their infant mental health competencies and skills and will be supported through in-house training and access to environments of continuous learning and as part of their professional role, will be expected to work towards practitioner endorsement with the Irish Association for Infant Mental Health.
- She/he will contribute to teaching, training and professional development of other early years practitioners, including Public Health Nurses and will be encouraged to share these skills with their professional colleagues at direct service level, through internal and external teaching and on professional development training programmes at college/university level.
- He/she will also be encouraged to develop professional links with the Department of Public Health Nursing at University College Cork and offer supervised placements and support the professional development of public health nursing colleagues.
- She/he will be expected to contribute to research and evaluation.
- He/she will be expected to contribute to the overall development of the YK Programme.

**Reporting to:** The Child Health Development Worker reports to the Manager of the YK Programme or nominated person. The Child Health Development Worker will also receive reflective practice supervision from the YK Infant Mental Health Specialist, who is also the Clinical Lead for the Interdisciplinary Team.

**Clinical Governance:** Under DPHN/ADPHN North Lee.

### **Person Specification:**

The Child Health Development Worker will have a deep commitment to early intervention and prevention work, to social change and anti-poverty strategies.

She/he will be open to learning, transferring knowledge, mentoring and support, in areas of child development such as Infant Mental Health principles and practice, the promotion and integration of social and emotional development as an integral component of child health language development, early education and prosocial behaviour and self-regulation.

He/She will be self-motivated. They will show dedication and enthusiasm for the work and the values of practice. They must be flexible, open to change and the developing nature of the YK ABC Programme.

She/he will have the capacity to reflect and be reflective in their work.

The Child Health Development Worker will be open to training, reflective practice supervision and ongoing professional development

### **Qualifications**

The ideal candidate will hold a 3<sup>rd</sup> level qualification in Public Health Nursing or equivalent qualification.

Candidates must be registered in the Public Health Nursing Division of the Register of Nurses kept by NMBI (ABA).

### **Experience**

The ideal candidate will have:

- Significant experience of supporting and working with vulnerable children, families and disadvantaged communities
- Demonstrable experience working in the field of child health, welfare and development and parental well-being
- Experience working within a multi-disciplinary/interdisciplinary team
- Experience in record keeping and case management



## **Knowledge**

Background knowledge of key areas of child development (physical and emotional), maternal health, antenatal health, education and wellbeing and parent-infant/toddler relationship is essential.

The successful candidate will also have a working knowledge of child development assessment processes within Primary, Community and Continuing Care.

Knowledge of evidence informed practice that improves outcomes for children and families.

Familiarity with area-based prevention and early intervention programming is required.

## **Skills**

The Child Health Development Worker will have the skills to work from a strengths-based approach with families and caregivers.

He/she will have established observation and assessment skills.

She/he will have the ability to work independently while also building networks and have the capacity to establish effective professional relationship with the wider YK Team, HSE, other Non-Statutory Organisations and the wider Community.

He/she will be open to learning, transferring knowledge, mentoring and support, in areas of child health development in context of family and community and among allied health practitioners in statutory and community settings.

She/he will have the initiative to identify areas requiring development and have the ability to progress this initiative/development.

He/she will have strong communication, listening and motivating skills, particularly an ability to communicate effectively with and on behalf of parents, caregivers, infants and toddlers.

She/he will have the ability to build relationships with families and have the skills to work from a strengths based, relationship-focused approach with families and caregivers.

He/she will have the capacity to reflect and be reflective in all aspects of their work.

She/he will be competent in report writing and be able to maintain quality record keeping

He/she will be highly organised, have IT competency and reporting skills.

She/he will be resourceful and creative.



He/she will have the ability to provide his/her input into the ongoing research and evaluation of YK ABC Programme. She/he will participate in data collection and contribute to the evidence base for their work.

For the successful candidate, this post represents a unique opportunity to be part of a dynamic interdisciplinary team implementing a programme of work, which aims to improve outcomes for children in the area, connecting with families, the community, with other service providers, contributing to the development of YK ABC Programme.

### **Application Process**

Please apply by email only with a C.V. and cover letter, clearly setting out your interest, qualifications, knowledge, skills and experience relevant to the role. The closing date for all applications is Thursday 29<sup>th</sup> November at 1pm (no late applications will be accepted).

Applications and informal enquiries to [admin.ykabc@nicheonline.ie](mailto:admin.ykabc@nicheonline.ie)

Shortlisting will apply.

It is anticipated that interviews for prospective candidates for this post will take place during the week commencing Monday 10<sup>th</sup> December 2018 with the successful candidate taking up the role in early 2019.

Applicants must have full clean driving licence and access to a car, or access to another form of transport which would allow them to fully meet the requirements of this role.

Allocation of post is subject to Garda Vetting and references including current or most recent employer.

Canvassing will disqualify.

*NICHE Health Project (Cork) CLG is an equal opportunities employer.*