Job Description

Let's Grow Together! Infant & Childhood Partnerships CLG

(Incorporating the Young Knocknaheeny Area Based Childhood Programme)

Infant-Parent Support Worker

1 full-time post available

Employer:	Let's Grow Together! Infant & Childhood Partnerships CLG.
Location:	Let's Grow Together! Infant & Childhood Partnerships CLG premises in Knocknaheeny or nominated location. The Infant-Parent Support Worker will be assigned a base location but will be expected to work across the Young Knocknaheeny geographical area, in homes and in community settings. COVID restrictions may apply.
Contract:	An initial temporary fixed-term period to 31st December 2021. This may be extended based on operational requirements, subject to continued funding. A probationary period of 3 months will apply.
Hours of work:	37 hours per week. Occasional out of hours working may be required for which a time off in lieu system is in operation.
Salary:	€33,325 per annum being Point 1 of the applicable salary scale for this post. It is Company policy that new employees are appointed at Point 1 of their respective scales.
Recruitment:	Open recruitment adhering to the Let's Grow Together! Infant & Childhood Partnerships CLG recruitment policy. Secondment from a current position may be arranged if appropriate.

The successful candidate must hold a full driving licence and have access to a vehicle for work purposes, or have access to a reliable form of transport that would enable them to fully meet the requirements of this role.

Let's Grow Together!
INFANT & CHILDHOOD PARTNERSHIPS CLG

Background

Incorporating the Young Knocknaheeny Area Based Childhood Programme, the main objective of Let's Grow Together! Infant & Childhood Partnerships CLG is to govern, support and develop area based prevention and early intervention programming and approaches that support early childhood development, relationships and environments; to set the foundations for infant and child development, learning, wellbeing, quality of life and outcomes; and by doing so mitigate the intergenerational impact of child poverty.

The subsidiary objectives are:

- Respectfully enhancing skills and early childhood development knowledge, of all parents, practitioners and services;
- Strengthening and supporting all relationships and environments that are important to every child's early development;
- Embedding systems and community change to support early childhood development
- Undertaking participatory learning and evaluation, documenting and policy development.

This work is underpinned by an innovative Infant Mental Health Framework and draws on best international evidence and practice.

The core work of Let's Grow Together! Infant & Childhood Partnerships CLG is funded by the Department of Children, Equality, Disability, Integration and Youth and is part of the Area Based Childhood Programme within the TUSLA Child & Family Agency.

Our Vision

Our communities are places where children experience happy, healthy and thriving childhoods that last a lifetime and no child is left behind.

Our Mission

To work in partnership with everyone important in children's lives, sharing knowledge, skills and resources, empowering families and enabling children through their relationships and in their communities to be nurtured, fulfilled, achieving and learning.

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INFANT & CHILDHOOD PARTNERSHIPS CLG

Job Purpose

The Infant-Parent Support Worker will work as part of the wider interdisciplinary team, delivering on the programme of work in the community. Using an Infant Mental Health Framework, the Infant-Parent Support worker will establish and build trusting relationships with families and communities right from the start, beginning with expectant parents and caregivers and following through key developmental stages of the infant, toddler's and young child's early life.

The Infant-Parent Support worker will empower and motivate confidence by building on the strengths and capacities of parents and caregivers, to support them to give their children the best start in life.

He/she 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 evidence informed one to one relational work, groups, information sharing, and partnership work.

Job Description

The Infant-Parent Support Worker will be a key member team and will expected to contribute to team meetings, discussions, processes, collaborative and individual actions.

He/she will be supported to develop their skills and competencies in an Infant Mental Health Framework, through which they will deliver evidence informed programmes and approaches in partnership with families, interagency partners and the wider community.

He/she will develop their early intervention and prevention skills across the four strands of the programme, will motivate and impart knowledge and inspiration to others to engage in the programme. The Infant-Parent Support workers will meet and support families, parents and caregivers, in their homes and within community settings.

He/she will work closely with families to support and strengthen the parental capacity to improve their children's developmental outcomes. He/she will work to build parents' and caregivers' own self-esteem and abilities to engage with services, peers and their communities around them.

With their colleagues, he/she will be required to be a key player in the development of the Programme and contribute to team work and collaboration. He/she will also be expected to network with wider stakeholders and contribute to the overall community development and enhancement taking place locally.

He/she will participate in data collection and contribute to the research and evidence base of the work.

Reporting Structure

The Infant-Parent Support Worker will report to the Programme Manager or nominated person, will receive reflective supervision on a 1 to 1 or group basis.

Person Specification

The Infant-Parent Support Worker will possess a commitment to the **values of the organisation which are: Inclusivity**, **Respect**, **Empathy**, **Integrity**, **Openness**, **Collaboration**, **and Good Governance.**

The person will also possess a commitment to area based early intervention and prevention work, to social change and antipoverty strategies.

He/she will be open to learning, transferring knowledge, mentoring and support, in areas of child development such as Infant Mental Health practice, 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 and transforming nature of work. They must be a positive, constructive, supportive team member. Working as part of an interdisciplinary team, undertaking other duties as assigned from time to time is expected.

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

The Infant-Parent Support Worker will be open to training, reflective practice supervision and ongoing professional development.

They will have knowledge of the geographical area, including strengths, assets, capacity, as well as the needs of communities, families, services, groups and organisations.

The successful candidate will have strong interpersonal skills and experience working within a multi-disciplinary team and/or differing inter-sectoral arrangements.

The Infant-Parent Support Worker will be self-motivated, trustworthy and reliable.

They will be able to represent the organisation externally in a professional manner.

He/she must enjoy working with local families, practitioners and wider services.

The person will have proven ability to maintain a family case-load, be delivering groups in the community, work in partnership with other services and disciplines, participate in and lead information sharing, education opportunities and events. They will also be expected to share learning and development with their colleagues.

Qualifications

Applications are welcome from a wide range of disciplines. The ideal candidate will ideally have a recognised validated qualification in Social Work, Nursing, Community Development, Family Support or Early Childhood Studies, Social Care or a related field.

Experience

The successful candidate will have experience of supporting vulnerable families and disadvantaged communities; working within an interdisciplinary team; delivering evidence-based programmes; case management and record keeping.

Knowledge

Sound knowledge of key areas in early child development, including parent-infant/toddler relationship development.

Knowledge of evidence informed practice that improves outcomes for children.

Familiarity with area-based prevention and early intervention programming with similar objectives.

Knowledge of community development, community networks and accessing resources.

Skills

He/she will have the skills to work from a strengths-based, relational approach with families and caregivers.

He/she will have established observation and assessment skills.

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

He/she will have with an established capacity to reflect, good listening and motivational skills.

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

He/she will be resourceful and creative.

He/she will have the ability to provide input into research and evaluation.

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 prevention and early intervention work.

Application Process

Please apply by email to info@letsgrowtogether.ie with a CV and cover letter that clearly sets out your interest along with your qualifications, knowledge, skills and experience relevant to the role.

The closing date for receipt of all applications is 12 midday on Friday 29th January (no late applications will be accepted).

It is anticipated that interviews for candidates shortlisted for this post will take place on the week of the 8th February 2021 with the successful candidate taking up the role by March 2021.

Shortlisting will apply.

This post is subject to Garda Vetting and reference checks.

Informal enquiries by email only to Katherine@letsgrowtogether.ie

Canvassing will disqualify.

Let's Grow Together! Infant & Childhood Partnerships CLG

is an equal opportunities employer and committed to diversity and inclusion.