



Job Description

Young Knocknaheeny ABC Programme

Public Health Nurse (Child Health)

1 post available

Let's Grow Together! Infant & Childhood Partnerships CLG

(Incorporating the Young Knocknaheeny Area Based Childhood Programme)

Public Health Nurse (Child Health)

(PHN-CH)

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 PHN-CH will be assigned a base location but will be expected to work across the Young Knocknaheeny geographical area, in homes and in clinical and 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: Guided by HSE PHN salary scale

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.

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.



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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.

Job Purpose:

The purpose of the role is to contribute a child health lens to interdisciplinary working within the organisation to support the overall health, wellbeing and development of young children and their families, and to improve overall outcomes right from the start.

The role entails bringing a significant PHN expertise and experience to our interdisciplinary team work. Focusing particularly on the child health development of infants in pregnancy to the under 5s. This will include working in partnership with parents, caregivers and families, the interdisciplinary team, wider PHN colleagues and other clinical and community colleagues.

They will hold their own caseload, provide consultation to colleagues with a perinatal caseload, and co-work with colleagues where required. They will utilise existing evidence informed programmes and processes as well as working collaboratively to deliver on new areas for development.

A key part of this role is to liaise with clinical colleagues (such as PHNs, GPs, Midwifery, Adult Mental Health Services for example) to ensure accessible pathways into the programme for families as well as onward referrals at the earliest identification of child development difficulties. The role is designed to provide expertise that complements and supports existing services and communities to improve overall health and wellbeing outcomes for young children and their families.

The role requires a relational approach to respectfully and appropriately engage families to empower and build on their strengths in their central role in their children's different developmental stages, starting from the antenatal period.

Underpinning the role will utilising the development of Infant Mental Health knowledge and skills to promote an understanding of the role of parental relationship in early development and the wider social and emotional development of infancy and early childhood development.



Job description

The job is developmental in nature, and supports the overall objectives and values of the organisation. At its core, the PHN (Child Health) will:

- Bring professional PHN skills and knowledge to the interdisciplinary team, will hold a caseload, provide consultations to other colleagues and co-work where appropriate
- Provide early identification of child health difficulties, recommendations and actioning appropriate responses internally and through external referrals
- Act as Deputy Designated Liaison Person for the team.
- Contribute effectively to interdisciplinary team meetings, discussions and processes and actions.
- Engage with families through a strengths based, relational approach. Retaining a direct caseload, providing child health consultations to others, and co-working where required. To strengthen the parent-child relationship, parental capacity and self-esteem and to improve their children's developmental outcomes; and to engage with services, peers and their communities around them.
- With internal and external colleagues, collaboratively implement evidence-based processes and programmes (individual and groups, including home-visiting) that support children's earliest development and relationships.
- With colleagues internally/externally, review and update existing programmes of work such as (but not exclusively) Antenatal screening tool; antenatal referral pathways and programmes
- Work closely with North Lee PHN colleagues, acting as mechanism for effective relationships and processes between the two teams
- Liaise with external clinical colleagues to bring about effective working relationships and processes with the organisation
- Network and develop working relationships with wider stakeholders and contribute to the overall community development and enhancement taking place locally.
- Utilise their existing child health development knowledge and experience and relationship-focused skills.
- Be supported to develop and advance their infant mental health competencies and skills and will be supported through in-house and external training and access to environments of continuous learning
- Contribute to professional development and support of other practitioners, including Public Health Nurses and share knowledge with their professional colleagues.



- Develop professional links with the Department of Public Health Nursing at University College Cork and where appropriate offer supervised placements and where appropriate provide teaching inputs.
- She/he will be expected to contribute to research and evaluation.
- He/she will be expected to contribute to the overall development of the programme of work.
- The PHN-CH will be required to undertake any additional tasks deemed appropriate by the manager.

Reporting to: The PHN (Child Health) reports to the Programme Manager or nominated person. The Child Health Development Worker will also receive reflective practice supervision and peer mentoring/supervision from HSE North Lee PHN Department.

Person Specification:

The appointed person will be:

- Committed to early intervention and prevention work, to social change and anti-poverty strategies, as well as to the objectives and values of the organisation.
- relational and strengths based in their approach to working with families, internal and external colleagues
- open to learning, transferring knowledge, mentoring and support, in areas such as child health, Infant Mental Health, social and emotional development, evidence informed practice and reflective practice.
- 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 work. They must be solution focused, collaborative and committed to the team.
- Able to reflect and be reflective in their work.
- Open to training, reflective practice supervision and ongoing professional development.

Qualifications

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



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Candidates must be registered with Midwives Division or Public Health Nurses Division of the NMBI.

Experience

The ideal candidate will have:

- 3 years' experience in a PHN role.
- Significant experience of supporting and working with vulnerable children, families and disadvantaged communities.
- Demonstrable experience working in the field of infancy and child health, welfare and development and parental well-being and support.
- Experience working within a multi-disciplinary/interdisciplinary team.
- Experience in record keeping and case management, clinical governance.
- Delivering evidence-based programmes and processes.

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, child welfare and protection.

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 skills necessary to be successful in this role are:

- The highest level of comprehensive quality skills required to be a registered practicing Public Health Nurse professional.
- To work from a strengths-based approach with families and caregivers.



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- Established observation and assessment skills
- Ability to work independently while also building networks and have the capacity to establish effective professional relationship with the internal and external colleagues.
- Initiative to identify areas requiring development and have the ability to progress this initiative/development.
- Strong communication, listening and motivating skills, particularly an ability to communicate effectively with and on behalf of parents, caregivers, infants and toddlers.
- Ability to build relationships with families and have the skills to work from a strengths based, relationship-focused approach with families and caregivers.
- Capacity to reflect and be reflective in all aspects of their work.
- Competent in report writing and be able to maintain quality record keeping,
- Highly organised, have IT competency and reporting skills.
- resourceful and creative.
- Ability to provide his/her input into the ongoing research and evaluation of YK ABC Programme.
- Participate in data collection and contribute to the evidence base for their work.

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 11th February at 1pm (no late applications will be accepted).

Shortlisting will apply.

Applications and informal enquiries to info@letsgrowtogether.ie

It is anticipated that interviews for prospective candidates for this post will take place during the week commencing 22nd February with the successful candidate taking up the role by early April.

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.

Let's Grow Together! Infant & Childhood Partnerships CLG is an equal opportunities employer, committed to diversity and inclusion.



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