

Introduction to Barnardos

Barnardos mission is to transform the lives of vulnerable children affected by adverse childhood experiences.

Barnardos work is delivered by 458 staff and supported by 213 volunteers across 56 service locations nationally. We deliver our services in our centres, in family homes and in schools.

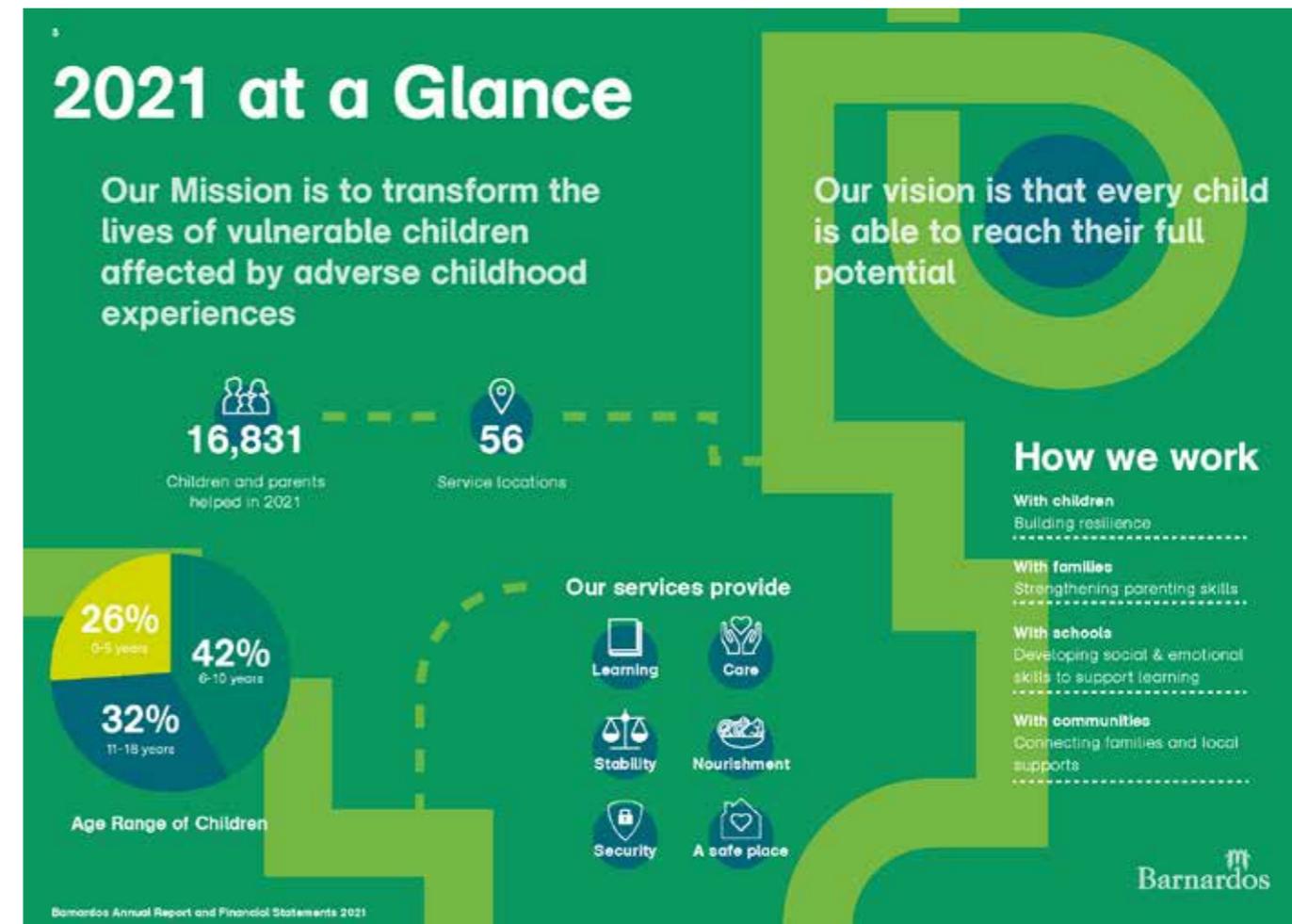
In 2019, we launched a new trauma informed approach that will continue to underpin Barnardos' service provision going forward in our new strategy. This includes an understanding that the impact of adverse experiences in childhood can last a lifetime without appropriate supports and services being put in place.

Barnardos is committed to being cutting-edge and innovative, with capacity to identify and respond to new and emerging needs. Our service provision is informed by research, evidence and best practice. In this context we are committed to the continued development of our staff group.

Barnardos works hard to highlight and represent the needs of vulnerable children and families in the media and political space. We always comment from a position of our experience on the ground of working with vulnerable families. This will continue to be a key focus for Barnardos with the next strategy.

Barnardos services are funded by a mix of statutory and fundraising income streams.

Further information on the services we deliver can be found on our website.





Our Priorities

In 2022, Barnardos is in the final stages of completing a strategic planning process for the period 2022 – 2027.

Barnardos has a growth mind-set. We place a high value on learning and development to continuously improve what we do. **We know our staff are key to delivering on our strategic objectives.** We are committed to making Barnardos a great place to work or volunteer offering meaningful roles, fulfilling career pathways, excellent training and development opportunities, and flexible and attractive working conditions for staff and volunteers.

As a Project Worker you will play a critical role in delivering on our strategic goals via the direct work you will do with children and families. We are seeking Project Workers who align with and supports our values, passion and focus.

Our Children's Services Team

You will be a member of a Children's Services team that includes a Project Leader and other Project Workers, a regional Assistant Director of Children's services a Director of Children's Services. The children's services team is supported by the following national support services.

- Research and Best Practice
- Human resources
- Information technology
- Finance
- Fundraising
- Communications



How we Work

- We provide a suite of high quality trauma informed and evidence based services to children and families.
- We work in spaces that are welcoming and comfortable for children, young people, parents, other adults.
- We promote wellbeing through our 'heart, body and mind' approach.
- We create a culture of hope and possibility for children and families.
- We promote inclusion in our centres.
- We are committed to promoting participation and work in partnership with children and families.



Our Services

You will work in one of our 56 service centres across Ireland.

Each centre offers a variety of service interventions to suit local need.

These may include;

- Intensive family and parenting support for families experiencing a range of adverse experiences
- Trauma Informed therapeutic interventions for children and parents
- Individual and group work evidenced based parenting programmes
- Individual and group work evidenced based programmes for children and young people.
- Early intervention and family support
- Programmes for children and young people experiencing entrenched parental conflict
- Programmes for children, young people and parents affected by childhood domestic abuse
- Intensive family support for families affected by family drug misuse
- Intensive family support for teen parents and their children
- Individual and family support for children, young people and families' affected by bereavement
- Conduct initial family assessments on behalf of Tusla using the Signs of Safety framework.
- Universal community based supports often delivered on an interagency basis
- Foster placement support
- Meitheal

Find out more about Barnardos Services at www.barnardos.ie

Working as a Project Worker in Barnardos

Post:	Project Worker
Location:	National recruitment campaign – Location to be allocated as post becomes available
Responsible to:	Project Leader
Works with:	Colleagues in assigned team, other Barnardos staff and local agencies and service providers/users

As a Project Worker in Barnardos, I will play a critical role in supporting and working in partnership with parents to transform children's lives. I will work collaboratively with colleagues and external agencies to enable children to achieve their developmental potential, have a positive sense of well-being and feel included. My role will be to assess children's needs and deliver interventions identified to target their specific needs. I will feel

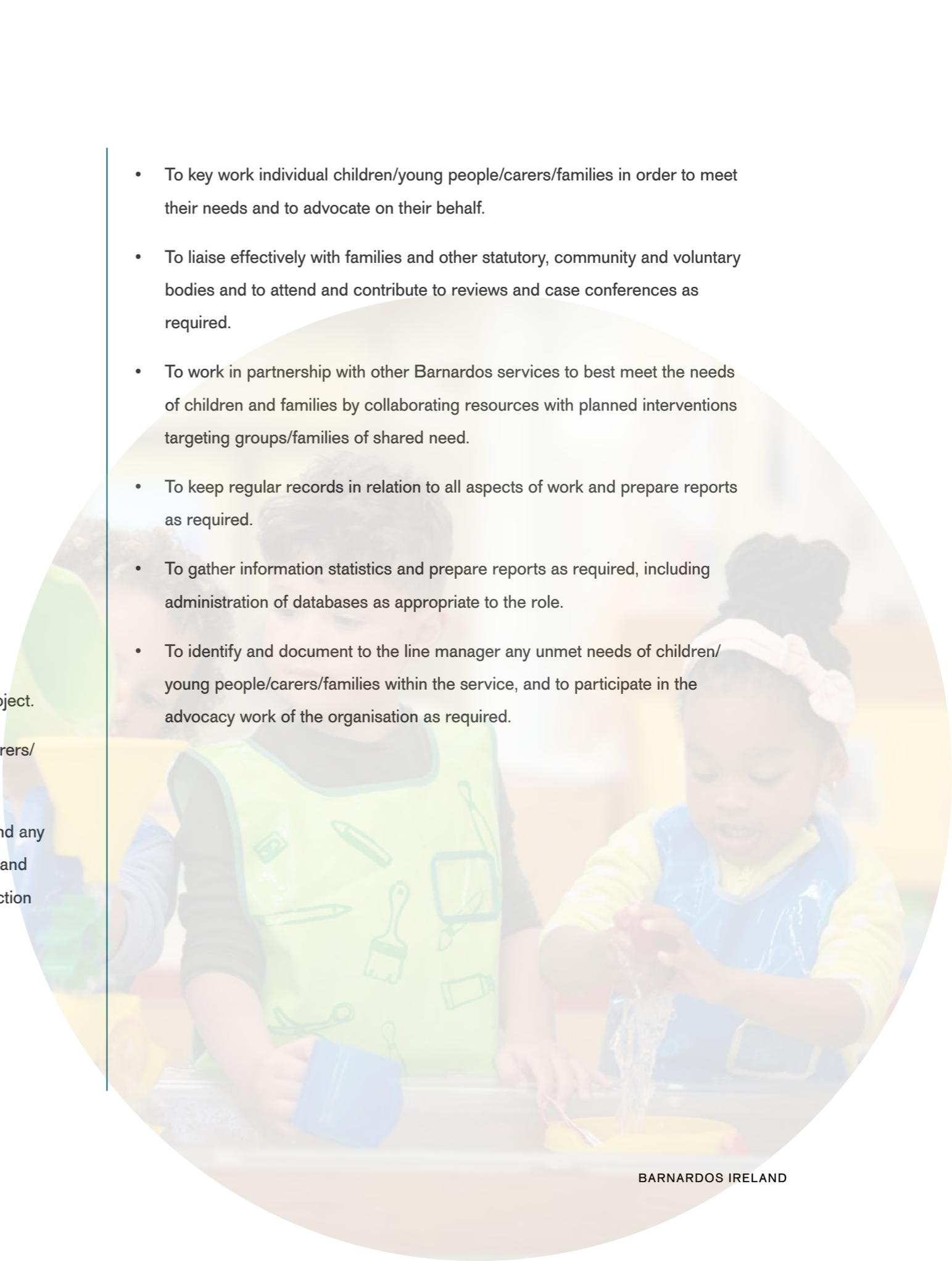
valued and supported by my team and manager through regular supervision and team meetings. I will continue to develop as a skilled practitioner through the training and experience I receive in Barnardos. I will contribute to the achievement of the organisation's strategic priorities and the continued development of Barnardos, to which everyone is committed.



My Job Description

- To assess the needs of the children and the families engaging with the project.
- To plan, implement and review programmes for children/young people/carers/families based on an assessment of their individual and group needs.
- To be vigilant for signs of physical, sexual and emotional abuse, neglect and any concerns regarding the welfare of children. To record concerns promptly and accurately. To consult with the Designated Person and take appropriate action in accordance with Barnardos Child Protection policy.
- To work with children/young people/carers/families in a variety of ways, including group work, individual work and family work, centre-based and outreach work.

- To key work individual children/young people/carers/families in order to meet their needs and to advocate on their behalf.
- To liaise effectively with families and other statutory, community and voluntary bodies and to attend and contribute to reviews and case conferences as required.
- To work in partnership with other Barnardos services to best meet the needs of children and families by collaborating resources with planned interventions targeting groups/families of shared need.
- To keep regular records in relation to all aspects of work and prepare reports as required.
- To gather information statistics and prepare reports as required, including administration of databases as appropriate to the role.
- To identify and document to the line manager any unmet needs of children/young people/carers/families within the service, and to participate in the advocacy work of the organisation as required.



Requirements of all Barnardos staff

- Commitment to the purpose of Barnardos and to work within the values, policies and procedures of the organisation and in the context of current legislation and regulations.
- To participate in regular supervision with your line manager.
- To actively participate in team and staff meetings and service reviews/ evaluations and to contribute to the development of policy and practice with your area of work and within Barnardos as a whole.
- To report any area of concern to your line manager in a timely manner.
- To show reasonable flexibility in relation to hours of attendance to meet the needs of the work. Work during unsocial hours may be required.
- Have a flexible approach to the work in response to organisational change, development and review of best practice.

My Personal Attributes

- Committed to the delivery of quality services to children, young people, families and carers.
- Able to act on own initiative and consult where appropriate.
- Able to work under pressure, make decisions in consultation with the line manager when appropriate.
- Committed to adhering to best practice in the work and be innovative and open to change.
- Flexible and adaptable in this post.
- Able to form positive relationships with children, young people, families/carers, colleagues and other agencies.
- My Professional Experience
- A minimum of 2 years post qualifying experience of working with vulnerable children and families.
- Experience of working in partnership with families and carers.
- Experience of planning, implementing and reviewing programmes with children and/or families.

My Qualifications

I have a recognised third level practice qualification (minimum Level 7 on the QQI) in one of the following:

- Social Care
- Social Work
- Youth/Community Work
- Early Childhood Care and Education
- Psychology
- Or related discipline.
- A Full driving licence and access to the use of a car suitably insured vehicle is essential.



Benefits of working at Barnardos

We offer the following benefits, which are designed to promote work-life balance for the most rewarding working experience.

Salary

A twelve point scale with a Long Service Increment (LSI). Candidates are started on a point on scale relevant to their experience. €31,480.26 to €48,659.10. LSI applies after three years at top of scale, LSI €50,003.46

Other benefits

- Generous annual leave entitlements plus discretionary company days
- Positive working environment with family friendly ethos and work- life balance policy
- 37 hour working week
- Employee pension scheme with employer contribution
- Paid sick leave
- Enhanced Maternity/ Adoptive/ Paternity leave.

- Health and Wellbeing initiatives including Employee Assistance Programme
- Trauma informed organisation with a dedicated training department for Continuous Professional Development (CPD) and learning and development opportunities.
- Barnardos specialised library service membership for all staff

What can you expect when you join us?

Project Workers are provided with a comprehensive range of training and other learning and development resources to support the enhancement of professional knowledge and create trauma awareness.

Induction:

All employees receive a planned induction process, not only to Barnardos, but also to our trauma informed strategy.



Practice Supports:

Project Workers receive regular support and supervision to support their practice, in conjunction with regular team meetings, meetings with their regional teams and organisational updates.

Training and Development:

Project Workers are supported in their practice with an annual training plan, upskilling and developing their trauma informed practice.

All employees have access to the Barnardos library, online resources and have the opportunity to attend webinars on topics specific to their role.

Staff Wellbeing.

A range of wellbeing initiatives including a national EAP, opportunity to practice Breath Body Mind throughout the working week, national staff wellbeing webinars as well as local wellbeing initiatives within your team.

More information is available on our website - Barnardos Staff

Read more about the benefits of working in Barnardos.

A welcome from our CEO

Thank you for your interest in the role of Project Worker with Barnardos. I am delighted that you are considering coming to work with us.

Established in 1962, Barnardos is Ireland's leading children's charity. We are delighted to be celebrating our 60th anniversary this year. The problems faced by children are still with us in society in the 2020's, many children and parents continue to experience a number of Adverse Childhood Experiences.

In 2019 we started the journey to become an organisation recognised for the excellence and impact of its services, based on an in-depth application of Trauma Informed Practice. To help us get there, we invest heavily in staff training, support and development to support, grow and nurture all staff to deliver excellent services and make a real difference to the lives of children and families.

We are looking for Project Workers who can offer innovative and evidence informed interventions (for which you will receive training) to children and families. If you are a dynamic, reflective and committed practitioner with a passion for promoting children's development, well-being and inclusion we would like to hear from you.

In Barnardos you will have the opportunity to grow, progress and develop as a professional. You will have the opportunity to contribute to the outcomes the organisation will achieve as Ireland's leading children's charity.

We have 56 services located across Ireland, each responding to local need, we also have some national services. Location details can be found on our website.

If this type of role excites you and you believe you are a great fit for our organisation, I hope you will be inspired to apply to join our team.

Best Wishes,



Suzanne Connolly,
CEO

