**Job Description**

**Support Worker - Supported Living**

**Camphill Community Thomastown**

**Background to the role:**

*Camphill Communities of Ireland* (CCoI) works to create sustainable intentional communities where children and adults of all abilities, many with special needs, can live learn and work with others in healthy social relationships based on mutual care and respect. The Support Worker is expected to work in accordance with the Camphill Communities of Ireland ethos and values in all aspects of the work.

**Job title:** Support Worker - Supported Living

**Reporting to:** Supported Living Co-ordinator (or person with delegated responsibility)/ Management Team

**Job purpose & role:**  To provide support to individuals with intellectual disabilities supported by Camphill Community Thomastown:

* in a safe, respectful, empathetic, homely and person-centred manner
* in all aspects of daily living, supporting them to develop and maintain their independence and potential
* in the person’s home within the local community (whether living individually or in a shared house) and integrated in the Camphill Community Thomastown and broader community
* to facilitate people to live a life of their own choosing

**Type of contract:** 1 year with possibility of extension

**Number of hours:**  Approx. 30 (to be confirmed prior to appointment to the role)

**Core Duties and Responsibilities:**

1. **Supporting individuals to identify and achieve their own goals for their lives by:**

* Supporting them to be valued members of their community
* Supporting them to be at the centre of any planning about their own lives
* Supporting them to maintain their tenancy and manage their home
* Using communication and language that is meaningful to that person
* Supporting them to access information in a way that is understandable for them and encouraging them to understand risks and make informed choices
* Promoting a balance between the expressed wishes and choices of the person whilst supporting them to protect themselves from uncalculated risks or harm
* Supporting them with their cultural, spiritual, social, emotional, relationship, health, safety and other needs
* Participating in the development and implementation of Needs Assessments, Risk Assessments, Support Plans and Support Reviews
* Identifying risks, health and safety issues, and support needs and ensure Risk Assessments and Support Plans are in place, implemented, and reviewed as needed
* Liaising and working closely with a range of other support services, agencies, families and other professionals as required

1. **Supporting people to meet their day to day needs by:**

* Supporting them to look after their home and develop home skills such as cleaning, laundry, shopping, understanding and managing bills
* Supporting them to maintain a safe environment (e.g. fire safety, infection control, general risk awareness)
* Supporting them with food choices, preparation and nutritional needs
* Supporting them in their personal care, first aid and health promotion
* Supporting them to arrange and attend appointments and events and accompanying them if required
* Supporting them to administer their own medication
* Supporting them to look after money and understand and balance income and expenses, where that is part of the Support Plan
* Promoting community activity and supporting access to and involvement in employment, education, leisure, social and lifelong learning opportunities
* Supporting access to financial, legal, advocacy and other professional and government services and supports
* Liaising with other team members, coordinator and day service to help people in transition between home, work and local community
* Keeping accurate and appropriate notes and records as required to provide safe, quality support for individuals (including managing risks, accidents, incidents, concerns, complaints, health and wellbeing matters and changes in people’s circumstances)

1. **Working cooperatively and professionally as a member of the Supported Living team by:**

* Working in partnership with the person being supported, members of Camphill Community Thomastown and the person’s wider circle of support
* Working within and supporting the delivery of services that meet current relevant legislation, regulations and standards
* Ensuring the provision of a quality services in line with the mission statement, ethos and values of CCoI
* Having sound knowledge of CCoI’s policies and procedures as they apply to Supported Living and working in accordance with CCoI policies and procedures at all times
* Being familiar with the Code of conduct and duty of care responsibilities
* Ensuring the delivery of safe services and adhering to CCoI’s Safeguarding Framework and legal and regulatory Safeguarding requirements
* Understanding confidentiality and applying it appropriately
* Maintaining complete and accurate records in accordance with Data Protection requirements and using agreed templates where relevant
* Having a willingness to share duties and uphold a cooperative way of working
* Attending meetings, training and supervision as required to improve service delivery, further professional development and ensure the necessary skills and knowledge in meeting the changing needs of the position
* Engaging in reflective practice
* Working with colleagues on the development of current and new initiatives and identify any opportunities for improvement
* Appropriately representing Camphill Thomastown at CCoI national meetings and in relation to external partners and other agencies
* Maintaining a commitment to learning about anthroposophy
* Behaving in a manner that reflects positively on Camphill at all times

**Other Tasks:**

* To undertake other reasonable comparable duties as requested by the management group
* This job description is not exhaustive and there may be times you will be required to undertake other duties in order to meet the needs of other individuals within Camphill Community Thomastown
* **This post requires you to work flexibly including working evenings, weekends and sleep in/ night duties as required.**

**CAMPHILL COMMUNITY THOMASTOWN**

**PERSON SPECIFICATION – SUPPORT WORKER**

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| **Competences** | **Essential** | **Desirable** | **How measured during the recruitment and**  **selection process** |
| **Personal Competencies** | * Positive, creative and dynamic * Patience, empathy & understanding * Values that fit with a person-centred approach to supporting people to identify and achieve their own goals for their lives * Values that fit with Camphill * Respectful & non discriminatory * Flexible & reliable * Willingness and enthusiasm to work cooperatively and professionally and share duties as a member of the Supported Living team * Willingness to engage in reflective practice | * Perseverance & motivation * Innovation and initiative * Openness to working with group management practices that strive for collaboration and consensus where applicable | Application documents, interview & references |
| **Skills** | * Daily living skills to support people to meet their day to day needs (such as cooking, nutrition, shopping, cleaning, laundry, managing bills, accessing government and professional services and support) * Excellent communication skills * Excellent listening skills * Record keeping skills * Literate, numerate and good working knowledge of computer programs and internet * Support, advocacy and enabling skills * Ability to manage workload effectively and respond flexibly to new demands and challenges at short notice * Speak and write English fluently | * Risk management skills * Needs Assessment skills * Support Planning skills * Practical skills that can be shared e.g. DIY, craft, gardening * Hobbies, interests and other activity based skills that can be shared * Person centred support planning | Application documents, interview & references |
| **Knowledge** | * Confidentiality and duty of care * Health and Safety * Risk management * Work practices that promote the delivery of safe services * Reflective practice | * Current standards, regulations and legislation relating to adults with intellectual disabilities * Safeguarding legislation and regulations * Enabling and developing citizenship rights * Person centred approach to supporting people | Application documents, interview & references |
| **Relevant Experience** | * Minimum of 1 year’s work experience in a related role (EG: Support Worker, Care Worker, Personal Carer, Health Care Assistant, Social Care Worker) | * 3 years relevant experience within a disability support environment * Knowledge and experience of: Supporting people through periods of change and life transition; working with marginalised groups within a changing social context; networking across a range of community services | Application documents, interview & references |
| **Qualifications** | * Minimum NFQ Level 5 qualification in health/social care/disability support and/or demonstrate through verifiable experience or alternative qualification that you have acquired the required skills * Full, clean driving licence | * NFQ Level 6 or above qualification in health/social care/disability support * Commitment to work towards your advancing learning in social care and disability support | Application documents & Verification of  Qualifications/Certificates |
| **Additional Requirements** | This post is subject to Garda vetting and enhanced disclosure. |  |  |