



**FINGLAS  
ADDICTION  
SUPPORT TEAM**

<b>Service</b>	<b>Finglas Addiction Support Team (FAST)</b>  Working within the National Rehabilitation Framework <sup>1</sup> , FAST provides specialist addiction supports using a case management model and is aligned to the goals and objectives of the National Drug Strategy <sup>2</sup> ; <i>Reducing Harm, Supporting Recovery</i> A health-led response to drug and alcohol use in Ireland 2017-2025.  The HSE National Service Plan 2022 <sup>3</sup> outlines 'The improvement of health outcomes for socially excluded groups in society is a key priority'. The Plan 2022 also actions the increase in access to and provision of drug and alcohol services in the community and expand drug and alcohol services for people who use drugs and alcohol in a harmful way.
<b>Job Title</b>	<b>Project Worker</b>
<b>Reports To</b>	<b>Cabra Project Development Lead</b>
<b>Hours</b>	<b>35 hours</b> (evening and some weekend work may be required)
<b>Base</b>	<b>Cabra Alcohol and Drug Service, Dublin 7</b>
<b>Salary Range</b>	<b>Aligned to HSE Social Care Worker Scale €36,195 – 50,978 (Negotiable depending on experience)</b>
<b>Purpose of Job</b>	<p>FAST provides a range of programmes and interventions across the continuum of care ranging from harm reduction and crisis intervention through to structured rehabilitation and aftercare programmes for those affected by drug and alcohol use. FAST has recently expanded into Cabra and operates there as Cabra Alcohol and Drug Service (CADS)</p> <p>The post holder will work as part of the CADS team to develop services in Cabra through the identification and engagement of people who need drug and alcohol services. The service will offer supports through one to one and group interventions within a variety of settings, and will adapt and change service delivery as needs arise.</p> <p>A key objective of the role is to engage with women and improve their access to services. The post holder will have knowledge and experience of the specific gendered differences that impedes their participation in</p>

<sup>1</sup> National Drugs Rehabilitation Framework Document. National Drugs Rehabilitation Implementation Committee. Dublin: Health Services Executive. ISBN 978-1-906218-34-8

<sup>2</sup> Reducing Harm, Supporting Recovery, A Health-led Response to Drug & Alcohol Use in Ireland 2017-25, Department of Health 2017

<sup>3</sup> National Service Plan 2022, Health Service Executive Doyle J, Ivanovic J (2010)

	<p>drug and alcohol treatment and recovery.</p> <p>The post holder will be responsible for keeping accurate records and outcome measurements, providing regular reports and evaluations to inform the development of their programme of work.</p> <p>It is expected in the normal course of events that the role will evolve as professional, and service demands change.</p> <p><b>As such the post holder will operate flexibility of working hours to include evening work to accommodate people who may not be able to access services during normal working hours</b></p>
<p><b>Principal Duties and Responsibilities</b></p>	<p><b>Service User Engagement</b></p> <ul style="list-style-type: none"> <li>• To identify and work directly with people who use drugs and alcohol in a variety of addiction and non-addiction settings.</li> <li>• To conduct screenings, initial assessments, and comprehensive assessments to identify service user needs.</li> <li>• To link and signpost assessed individuals to the most appropriate services &amp; supports in their local area and facilitate that referral pathway.</li> <li>• To work with a case load in a one-to-one capacity, using appropriate evidence-based interventions and care plans.</li> <li>• To develop, plan and deliver psychoeducational and therapeutic group supports based on identified needs.</li> <li>• To liaise with multiple services to engage in the provision of shared care planning.</li> <li>• Advocacy work on behalf of service users with statutory and voluntary agencies, highlighting gaps and blocks to service user progression.</li> </ul> <p><b>Service Planning, Implementation and Evaluation</b></p> <ul style="list-style-type: none"> <li>• To consult with services who support women in the design and implementation of a female specific programme of work.</li> <li>• Conduct a needs analysis/scoping exercise prior to implementation of the programme of work.</li> <li>• To develop an outcomes logic model in relation to the post to include appropriate and measurable outcomes.</li> <li>• To establish and maintain good communication and working relationships with local services that support people who use drugs and /or alcohol.</li> <li>• To engage with service users to get feedback regularly.</li> <li>• To write reports on the aspects of the projects work where required and report to the line manager.</li> <li>• To develop risk assessments related to all external working environments, with regular review and reporting to the line manager.</li> </ul> <p><b>Communication (Internal and External)</b></p> <ul style="list-style-type: none"> <li>• To work proactively with a variety of agencies to identify and engage with drug and/or alcohol users.</li> </ul>

- To consult with external stakeholders regarding delivery of drug and/or alcohol specific initiatives.
- Work in a multi-agency and case management manner with both internal and external stakeholders.
- Develop and maintain appropriate professional relationships with service users, colleagues, and stakeholders.
- Contribute to the development and implementation of information sharing protocols, audit systems, referral pathways and individual care plans.
- Represent the organisation professionally through a variety of mediums e.g., Telephone, email, presentations.
- Attend and participate in relevant committees as advised by the line manager.

#### **Project Specific Duties**

- To participate in internal/external meetings as required, and attend training events, conferences, and other functions as necessary.
- To attend and participate in regular line management and individual clinical supervision.
- To ensure that all services are delivered according to the organisation's quality standards framework.
- To regularly review policies and procedures with the line manager and team to ensure that the project is kept up to date and consistent with best practice.
- To submit standard monthly and quarterly reports to the line manager.
- To ensure that appropriate paperwork and eCASS/HRB LINK inputting is carried out which will facilitate the collation of statistics on a regular basis.

**The above job description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and contribute to the development of the post while in office.**

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### Person Specification

The person specification sets out the essential qualifications, skills and abilities by the successful candidate for this post.

<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Minimum of a level 7 diploma in Community Drugs Work, Community Addiction Studies, Social Sciences, Community Development, or related field (essential)</li> <li>• Accredited in CRA/CRAFT (desirable)</li> <li>• ACI accredited or working towards ACI (desirable)</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Minimum of 2 years paid experience in a substance use setting (essential)</li> <li>• Experience of formal assessment and care plan development (essential)</li> <li>• Experience of inter-agency/collaborative working with other community, voluntary and statutory agencies (essential)</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Have a thorough knowledge of drug related issues and the specific issues relating to women (essential)</li> <li>• Knowledge of a broad range of evidence based interventions (essential)</li> <li>• Working knowledge of the complexities faced in delivering services to people with problem drug and alcohol use in challenging environments (essential)</li> <li>• Working knowledge of the Resonance Factor – Janus Solutions approach (desirable)</li> </ul>
<b>Skills &amp; Experience</b>	<ul style="list-style-type: none"> <li>• Excellent communication and team working skills.</li> <li>• Ability to consult, liaise and negotiate with participants, family members and a multitude of healthcare professionals.</li> <li>• Ability to manage challenging behaviour.</li> <li>• Highly motivated and ability to use own initiative.</li> <li>• Understanding of the issues faced by participants with addiction and/or dual diagnosis challenges.</li> <li>• Demonstrate practitioner competence and professionalism in order to carry out the duties and responsibilities of the role.</li> <li>• Display evidence-based clinical knowledge in making decisions regarding participant care.</li> <li>• Demonstrate effective analytical, problem solving and decision making skills.</li> <li>• Ability to contribute proactively, positively and effectively across the organisation.</li> </ul>

<b>Other</b>	<ul style="list-style-type: none"> <li>• Respect for the mission, values, ethos of FAST.</li> <li>• The post holder must have administration capacity to discharge the functions of the post.</li> <li>• The post holder must be personally motivated and be able to work on their own initiative</li> <li>• Flexibility in terms of working hours – the post holder will be required to provide some evening hours where necessary and appropriate.</li> <li>• Garda vetting will apply</li> </ul>
<b>Tenure</b>	<p>The post is a full time permanent position on successful completion of a 6-month probationary period.</p> <p>This position is dependent on the continuation of annual HSE funding.</p>
<b>Annual Leave</b>	25 days annually
<b>Application</b>	<p><b>Please send your CV and completed application form to:</b></p> <p style="text-align: center;"><b>Deborah Morgans CEO</b>  <a href="mailto:deborah@fastltd.ie">deborah@fastltd.ie</a></p> <p style="text-align: center;"><b>by 5pm Wednesday, 1st May 2024</b></p> <p style="text-align: center;"><b>FAST is an equal opportunity employer</b></p>