**Job Title:** DV Support Worker x 2 (Weekends)

DV Support Worker (Relief Contract)

**Location:** Castlebar, Co Mayo

**Reporting to:** DV Services Manager, Safe Ireland Mayo

**Hours of Work: Weekend role 1** – 14hrs per week (Saturday & Sunday)

**Weekend role 2** – 21hrs per week (Friday, Saturday, Sunday)

**Relief Contract** - The relief role provides essential cover for annual leave, sick leave and training days for permanent full-time and part-time staff.  The relief role will include days, evenings, nights, weekend shifts and short notice shift cancellations.

**Salary – Weekend roles:** €38,951 per annum (pro rata) (Additional premium will apply for unsocial hours)

**Pension Contribution:** Upon successful completion of probationary period)

**Annual Leave:** 25 days per calendar year (pro rata), excluding Public Holidays

**Salary – Relief Contract:** €21.40 per hour (Additional premium will apply for unsocial hours)

**Annual Leave:** Calculated on an hours’ worked basis

**About Safe Ireland**

Safe Ireland is the national development and co-ordination body working to eradicate Domestic Violence (DV).

Safe Ireland National Social Change Agency works to eradicate Domestic, Sex, Gender and Sexuality-Based Violence (DSGSBV) in Ireland.

We have four distinct functions:

1. Investigate causes and effects of domestic, sex, gender and sexuality-based coercion and violence (DSGSBV) to engage/advance government strategy, policy, practice and provision responses in Ireland
2. SURVIVORS: develop and deliver best frontline refuge, support and community-based services to victim-survivors
3. SERVICES: support the coordination and development of the SI Network in sustaining skilled community-based pathways out of abuse.
4. SECTOR: proactively engage with government strategy, policy, practice and provision to enhance civil society and local community response-capacities

Our core strategic focus is to create meaningful pathways out of coercive control and transform social responses to sex, gender, and sexuality-based violence in all communities\*. Safe Ireland prioritises the safety of women, girls and boys.

\**Safe Ireland engages with all identity/issue/geographically based communities in responding to DSGSBV, as it presents.*

**Role Purpose**

Safe Ireland’s service in Mayo works throughout the County to provide support to women and children who access the service and have experienced domestic violence and coercive control. It is a requirement that workers develop the skills and knowledge necessary to deliver a wide range of supports in refuge accommodation and outreach services.

**Main Responsibilities**

* To ensure that the needs of women & children are central to the work of the organisation.
* To adhere to all Safe Ireland practices as outlined in the Safe Spaces Series as well as Safe Ireland’s policies and procedures to ensure the delivery of quality, effective and safe services to women & children.
* To observe and enforce a policy of strict confidentiality (with the exception of the limitations) in relation to all aspects of the service.
* To work as part of a team, providing a welcoming safe environment for women and their children who are using the service.
* To maintain a high standard of emotional and practical care and support for women and their children, who are in refuge, includes the preparation and maintenance of refuge accommodation.
* To advocate for women & children when appropriate and by agreement.
* To provide support to women around safety issues, legal matters in relation to domestic abuse, court accompaniment and housing issues, as appropriate.
* To maintain all records and files according to the agreed standard and prepare reports as required.
* To maintain the security and well-being of survivors of domestic violence and coercive control and their children within the premises, and to communicate immediately with the manager any breaches of safety and security, house rules or occupancy
* To liaise with other appropriate agencies in order to provide a comprehensive range of supports to women and children that reflects their individual needs.
* Write accurate reports and maintain and update records, files, database and statistics as required using CRM system
* To adhere to Safe Ireland and Tusla policies on child protection.
* To keep informed of developments in the area of domestic violence including new methods of work, changes in policy, legalisation, additional supports etc.
* To encourage women leaving the refuge accommodation to maintain contact with the service via the outreach team.
* *The above duties are a guide to the general range of duties and are neither definitive nor restrictive and will be subject to periodic review.*

**Person Specification**

**Education**

* BA in Social Care / NFQ Level 7 or higher is required for this position.
* A qualification or training in working with domestic violence would be an distinct advantage

**Knowledge**

* Knowledge of the dynamics and impact of domestic violence and coercive control
* Awareness of gender analysis as a systematic analytical process used to identify and understand the relevance of gender roles and power dynamics in society
* Awareness of interculturally competent approaches to meeting the needs of those who have experienced domestic violence and coercive control
* Up to date knowledge of housing, criminal, civil and welfare rights legislation relating to domestic violence and coercive control
* Knowledge of GDPR requirements for frontline services
* Knowledge of child protection legislation and reporting requirements

**Experience**

* Significant (or Demonstrable) experience in an organisation (paid or voluntary) providing services to women and children who have experienced domestic violence and coercive control
* Extensive experience of sensitively assessing and responding to the needs and risks of women and children experiencing domestic violence and coercive control
* Experience of working in a residential setting/ refuge/women’s advice centre or other relevant agency.
* Experience of information giving and one-to-one support
* Experience of office administration systems

**Skills**

* The ability to build and develop supportive relationships with women and their children, while maintaining professional boundaries.
* The ability to build effective relationships, both internally and externally, showing sensitivity for others’ viewpoints and valuing diversity.
* The ability to work as a team member and within a line management structure, understanding the importance of seeking guidance and support when required.
* A high degree of self-motivation and be able to work in a creative and flexible way
* Presentation/Facilitation skills
* Working knowledge and experience in IT/ social media
* An ability to display empathy, patience and a well-developed sense of humour.
* A positive outlook with resilience and persistence in the face of barriers and setbacks.
* Have excellent writing and reporting skills.

**Additional Benefits:**

* Access to Employee Assistance Programme.
* Safe Ireland operates a contributory pension scheme on completion of probation period (6 months)
* Positive and collaborative work environment.

**Other**

* Full clean driver’s license with regular access to a car for work

**To Apply for any of these roles please send a cover note and cv to** [**info@safeireland.ie**](mailto:info@safeireland.ie)

**The closing date for applications is Friday 23rd May by 5.00p.m**

***Safe Ireland is an equal opportunities employer.***