

**Person Specification:** Community Alcohol Detox Worker (Fixed Term Contract)

This person specification outlines the essential and desirable criteria for the role, which we will use to assess your application.

**1. Experience**

* A minimum of two years’ experience working in addiction. **[Essential]**
* Experience in administration, including record keeping, IT skills, and case management systems **[Essential]**
* Experience in using one-to-one support and group facilitation to aid the change process **[Essential]**
* Experience of case management/care planning process and implementation. **[Essential]**
* Good presentation skills **[Essential]**
* Knowledge or understanding of healthcare referral pathways **[Essential]**
* Experience with outreach and liaising with other agencies within the voluntary and statutory sectors. **[Desirable]**
* Alcohol-specific support work. **[Desirable]**
* Experience with addiction treatment methods or outreach initiatives **[Desirable]**

This position is focused on delivering frontline support in alcohol and liver health services. It is not primarily a management, research, or administrative position, so we are looking for candidates who can and are eager to engage directly with service users.

**2. Qualifications**

* A relevant third-level qualification, minimum Level 8 addiction, social care, healthcare, community development or similar field. **[Essential]**
* A qualification in Addiction Studies **[Desirable]**
* Must have legal entitlement to work in Ireland or hold a valid work visa. **[Essential]**

**3. Knowledge**

* Understands the reasons behind alcohol/drug use and the needs service users may face.
* Practical experience with trauma-informed care, harm reduction strategies, or motivational interviewing.
* Familiar with key working, case management, crisis intervention, and brief intervention methods (e.g., Motivational Interviewing, Relapse Prevention, Solution-Focused Brief Interventions, CRA, CRAFT).
* Proficiency in Word, Excel, PowerPoint, case management systems, strong report-writing ability, etc.
* Understands the impact of marginalisation and social exclusion on individuals and communities, applying a social justice, trauma-informed, and client-centred approach to their work.

**4. Skills and Abilities**

* Strong interpersonal skills with an ability to work with diverse groups and under challenging circumstances.
* Ability to set and maintain clear professional boundaries.
* Proven organisational skills with the ability to prioritise tasks effectively.
* Ability to build and maintain effective working relationships with clients.
* Skilled in facilitating case conferences and group sessions.
* Ability to establish and make use of external networks effectively.
* Strong advocacy skills for representing service users' needs.
* Ability to take initiative, make sound decisions, and assess service users' needs.
* Calm under pressure, with the ability to respond professionally in emergencies and stressful situations.
* Ability to work within the structures of Community Response.
* Strong problem-solving skills.

**5. Attitude**

* A genuine interest in helping others.
* Compassionate, proactive, and solutions-oriented individuals who thrive in a supportive, team-based environment.
* Friendly, approachable, and flexible, with a “can-do” attitude.
* Committed to engaging in supervision, training, and development.
* Dedicated to working in an environment that promotes equality and prioritises health and safety.
* Holistic and empowering approach to working with service users.
* Open to receiving feedback from service users, colleagues, and management.

**6. Contractual**

● To work off-site as necessary (within Community Response guidelines).

● To work anti-social hours as required.