

Are you looking for a role where you can truly change lives—including your own.

Kindness. Respect. Purpose. Inclusion. If these words resonate with you and you have the passion to work alongside people to ensure they are safe, respected, and empowered to make choices about their own lives, come join our team in supporting people with intellectual disabilities to live with independence, dignity, and joy — every single day.

Role Details		<p>About WALK</p> <p>WALK is a values-driven organisation dedicated to supporting people with intellectual disabilities to live full, independent, and meaningful lives. We believe in dignity, inclusion, and the right of every individual to lead their own life on their own terms. We provide practical and emotional support to adults with intellectual disabilities, helping them develop life skills, build confidence, and participate fully in their community.</p>
Job Title:	Networks Coach	
Reports to:	Head of Practice Development or designate	
Job Purpose	<ul style="list-style-type: none"> • Work alongside people to identify their aspirations, connect with others, and participate meaningfully in their communities. • Promote self-advocacy and help people make informed choices. • Enable people we support to play their part in the world and be seen as valued, contributing citizens • Be creative, flexible and person centred • Help people and their families plan for a positive future • Facilitate the development of natural support networks • To be a problem solver and to support people to move on positively with their lives. 	
Location:	Community Based	
Working Hours:	39hrs per week, 5 days working week, across the week. You will need to be flexible in working some evenings, Saturdays and Sundays to accommodate to the lifestyle of the person supported.	
Remuneration:	€42,602 per annum	
Contract Type:	Full-time/ Permanent	

Key Responsibilities of the Job		Our Values and Vision
Role-specific responsibilities:	<ul style="list-style-type: none"> Collaborate with people to support them to build friendships, take the lead of their lives and become full and active participants in communities of their choice. Hold high expectations of people we work with. Encourage big dreams and support them with clear action plans. To support people to plan for new opportunities, backing them until the changes are embedded. Build people's skills to maintain longstanding relationships and the capacity to develop natural connection through exciting and new experiences. Explore and build connections with community projects and organisations that people we support can get involved in. Maintain accurate records and contribute to support planning and reviews. Be responsible for promoting and safeguarding the welfare of people supported by WALK. Uphold confidentiality, and data protection standards always. 	
Working with Others:	<ul style="list-style-type: none"> Identify opportunities to develop new connections that would support and help in people's growth and life experiences. Collaborate and build good relationships with families /friends of people supported. Work independently and as part of a small self-managed team. Communicate well with social workers and others involved in people's lives and support. 	
Other Specifications:	<ul style="list-style-type: none"> Seek opportunities for personal and professional growth. Expand the knowledge of local community resources and services. Commitment to equality, diversity, and human rights. 	

WALKs values are rooted in human rights, equality and non-discrimination for all. We embrace everyone individuality and uniqueness and champion their right to be "their own boss". We believe that everyone has the right to open and honest relationships that treat people with dignity and respect. And that our fundamental purpose is to help people build lives of meaning and contribution, and that this is best achieved in partnership with people themselves, their families, friends and local communities. We are motivated and guided to work for a vision of society where the people we support live in inclusive communities, where all citizens share equal rights and opportunities, and where each individual lives a full and meaningful life of their own choosing.

	<ul style="list-style-type: none"> • Be a role model for other Support Workers and an ambassador for WALK's Good Life Coaching approach. • Be professional, polite and reasonable always. 	We Can: <ul style="list-style-type: none"> ✓ Be the absolute best that we can be for the people we support so that they can take their rightful place in the world. ✓ Be the best that we can be for our staff - so that they are supported, valued, and have purpose to their work. ✓ Be an organisation that contributes positively to the communities in which we work. ✓ Be a trusted organisation that is known for its integrity, commitment, honesty, flexibility and creativity. ✓ Play our part in changing the world so everyone is included.
Personal and Professional Development:	<ul style="list-style-type: none"> • Attend statutory training and any other training as directed by management • Commit to achieving the relevant qualifications commensurate with the role • Understand and follow all policies and procedures relevant to the role. • Be open to feedback, committed to learning, and take responsibility for your actions. 	

In addition to the above-mentioned responsibilities, employees may be required to carry out such duties as may reasonably be required.

Person Specification

Specific Requirement for Qualifications	Essential	Desirable
Good English - written and verbal	x	
Recognised professional qualification in Community Development, Health and Social Care or educated to degree level	x	
Full, clean driving license		x
Specific Requirement for Skills	Essential	Desirable
Networking Skills		
Confident and keen to approach new people, initiate conversations, and take risks that can lead to new opportunities.	x	
Positive attitude, outlook, and mindset when interacting with others	x	
Ability to create a welcoming, comfortable environment that encourages others to engage with you	x	
Problem Solving Skills		
To see solutions not just problems, be a creative thinker	x	
Using people's skills and gifts to create opportunities for them to solve their own problems and grow.	x	
Ability to inspire teams of staff to try new things	x	
Communication Skills		
The ability to break down complex ideas into understandable information for people we support and staff	x	
Experience, knowledge, skill in creating Easy Read information		x
To be able to communicate clearly and effectively with people we support, families, staff and professionals	x	
Disposition/Personal Attributes		
Considerate and Thoughtful	x	

Values-Based Job Description and Person Specification

Good Lives Coach



Calm and approachable	x	
Committed to equality and inclusion	x	
Cheerful and have a sense of humour	x	
Community Minded	x	
Reflective and Accountable	x	
Specific Requirement for Previous Experience	Essential	Desirable
Previous experience of working and spending time with people with an intellectual disabilities and/or autism	x	
Previous experience establishing networks and creating connections	x	

Values-based Personal Qualities	
Area	Specific Requirement
Socially Inclusive	<ul style="list-style-type: none"> • Maximise the participation of the people we work with in the ordinary life of the community • Support active citizenship and the development of socially valued roles
Respectful of the Right to Self-Determination	<ul style="list-style-type: none"> • Understand person-centred care and can demonstrate treating people as individuals and respecting choices • Promote independence and encouraging appropriate risk taking
Rights Based	<ul style="list-style-type: none"> • Ensuring no one is discriminated against or excluded • Understand human rights and incorporate them in supports • Facilitating people to 'speak up' about concerns and acting upon them

<p>Oriented Towards Learning and Continuous Improvement</p>	<ul style="list-style-type: none"> • Striving for quality in everything we do, recognising and understanding what quality in care means for people using the services • Being accepting about criticism and focusing on improvement • Being open to new opportunities for learning and identifying the limits of skills and knowledge
<p>Person Centred</p>	<ul style="list-style-type: none"> • Understanding the value of others as leaders in their own lives • Provide supports that are effective in meeting the needs, wishes and choices of the people we work with • Understanding the importance of empathy in all areas of support
<p>Flexible, Resourceful and Creative</p>	<ul style="list-style-type: none"> • Focus on how things could be done better and sharing ideas • Improving outcomes for people • Ensuring appropriate services are provided for people using the services