

ANA LIFFEY DRUG PROJECT

PERSON SPECIFICATION: LEAR Project Worker (LIMERICK)

This person specification sets out the various criteria which are essential or desirable for the post and by which we will assess your application.

1. EXPERIENCE

- 1.1 A minimum of two year's experience of working and/or training in the area of addiction. [Essential]
- 1.2 Experience of administration including record keeping and report writing. [Essential]
- 1.3 Experience of working in liaison with other agencies within both the voluntary and statutory sectors. [Desirable]
- 1.4 Experience of working as part of a team within a 'low threshold – harm reduction' drug agency. [Desirable]
- 1.5 Experience of case management / care planning process and implementation [Essential]
- 1.6 Experience of providing needle and syringe programmes [Desirable]

2. QUALIFICATIONS

- 2.1 A relevant third level qualification [Essential]
- 2.2 A qualification in Addiction Studies [Desirable]
- 2.3 A full driving licence [Desirable]

3. KNOWLEDGE

- 3.1 Has an understanding of why people use drugs and the needs that drug users may present with.
- 3.2 Demonstrates an understanding of the principles of harm reduction and the issues associated with providing services in low threshold, open access and outreach environments.

- 3.3 Understands key working, case management, crisis intervention and brief intervention work (e.g. *Motivational Interviewing, Relapse Prevention, Solution Focused Brief Interventions, CRA, CRAFT.*)
- 3.4 Understands the impact of marginalisation and social exclusion on individuals and communities.
- 3.5 Demonstrates knowledge of Equal Status and Health and Safety legislation, and the implications of both within the working environment.
- 3.6 Demonstrates knowledge of child protection legislation.

4. SKILLS AND ABILITIES

- 4.1 Strong communication and inter-personal skills at all levels.
- 4.2 Ability to be clear and explicit about professional boundaries
- 4.3 Proven organisational skills with the ability to prioritise needs and objectives.
- 4.4 Ability to establish and develop effective Key Working and Case Management relationships with clients
- 4.5 Ability to facilitate case conferences and groups.
- 4.6 Ability to establish and utilise external networks effectively
- 4.7 Ability to advocate effectively on behalf of service users as required
- 4.8 Ability to use initiative; apply sound decision making skills, and to make assessments of the needs of service users.
- 4.9 Ability to act calmly in emergencies and respond in a professional manner to challenging and stressful situations
- 4.10 Ability to work within Ana Liffey structures.
- 4.11 Ability to work within organisational policy and procedure

5. ATTITUDE

- 5.1 Enthusiastic and committed to providing high standards of services for people who use the Ana Liffey.
- 5.2 Commitment to working within the principles of 'low threshold – harm reduction' in accordance with the ethos of the Ana Liffey.

- 5.3 A team player committed to consultative ways of working.
- 5.4 Friendly, approachable and flexible, with a “can do” approach to working.
- 5.5 Commitment to participate in supervision and in training and development.
- 5.6 Commitment to working within an environment which promotes Equal Status and has regard for the Health and Safety of others.
- 5.7 Holistic and empowering approach to working with service users.
- 5.8 Open to feedback from service users
- 5.9 Open to feedback from colleagues and management

6. CONTRACTUAL

- 6.1 To work off site as necessary (within Ana Liffey’s guidelines).
- 6.2 To work anti-social hours as required.
- 6.3 To be a named key holder for the project.