

HOUSING FIRST JOB DISCREPTION

ROLE: Clinical Nurse Manager 1 (Intellectual Disabilities)

LOCATION: Ana Liffey Drug Project, Ireland

HOURS: 35 hours a week,
8 am – 8 pm (Mon – Fri), flexibility required - based on needs

CONTRACT: Indefinite

SALARY: €61443 per annum.

HOLIDAY: 25 days exclusive of bank holidays (pro rata)

REPORTS TO: Assistant Director of Nursing

Vision

Our vision is for a society where all people affected by problem substance use are treated with dignity and respect and have access to quality services.

Mission

Our mission is to work with people affected by problem substance use and the organisations that assist them. We do this to reduce harm to individuals and society, and to provide opportunities for development of those individuals and organisations.

Values

<p>The Ana Liffey neither promotes or denounces substance use but seeks to respond to problems associated with it.</p> <p><i>What this means:</i></p> <ul style="list-style-type: none"> • We support people to reduce harm. • We respond to people's needs. • We recognize the potential of the people we work with • We provide evidence based responses. • We are innovative. 	<p>The Ana Liffey believes in rights and responsibilities.</p> <p><i>What this means:</i></p> <ul style="list-style-type: none"> • We believe in supporting people to know their rights. • We believe in encouraging people to take responsibility. • We treat all people who come into contact with Ana Liffey with dignity and respect.
<p>The Ana Liffey is Pragmatic</p> <p><i>What this means:</i></p> <ul style="list-style-type: none"> • We turn words into actions. • What matters is what we do • We identify, take and manage risks • We are solution focused. • We deliver on our commitments. 	<p>The Ana Liffey aims to make a positive contribution to Society.</p> <p><i>What this means:</i></p> <ul style="list-style-type: none"> • We actively engage in promotion of a partnership approach. • We are open and accountable. • We are a quality led organisation and a leader in good professional practice. • We have a local, national and international perspective.

BACKGROUND

The Housing First model provides immediate access to stable housing for people experiencing homelessness, particularly those with complex needs. The key principle of this model is that housing is considered to be a human right and that this should be the starting point of supporting a person to recover from other issues such as addiction and poor mental or physical health. This means that there is no requirement for the homeless person to be 'housing ready' or to have addressed their addiction problems before moving into a permanent home. Health and addiction issues are addressed after housing has been secured, by providing wrap-around supports that are delivered by community based multidisciplinary health and intensive case management teams. These supports help people to maintain their tenancy and transition to recovery, independence, and community integration. The Housing First core values adopted in practice, include respecting individual choice and control, and the promotion of person-centred, tailored support that is open-ended and unconditional.

The Ana Liffey Drug Project (lead agency) and Coolmine Therapeutic Community (ALDP/CTC) as a consortium, were successful in securing the health tender for the Housing First initiative in the Dublin region. A new community-based multidisciplinary health team (MDT) is being established as part of this project, to provide the wrap-around health supports for the Housing First clients across the Dublin region. The MDT will work in close collaboration and coordination with the Intensive Case Management Teams. Interagency engagement and partnership working with a wide range of statutory and NGO stakeholders will also be undertaken.

The ALDP/CTC MDT team consists of senior nursing/therapeutic/clinical leadership, general and specialist nurses (mental health & intellectual disabilities), clinical psychologists and occupational therapists - with sessional support provided from a GP and Dentist.

Job Summary

The Clinical Nurse Manager 1 – Intellectual Disabilities will provide clinical and professional leadership to nursing staff working with individuals with intellectual disabilities who also experience substance use, homelessness, and social exclusion. The role involves leading the delivery of person-centred care, behavioural supports, health promotion, and multidisciplinary collaboration in line with HIQA, New Directions, and NMBI standards.

Working as part of the Low Threshold Nursing team, the CNM1 will coordinate care planning, supervise nursing and support staff, ensure safe clinical governance, and build strong relationships with service users, and partner agencies to promote dignity, inclusion, and wellbeing.

Purpose

The Housing First programme is a person-centred, evidence-based approach that supports individuals with complex health and social care needs to move directly into permanent housing, without preconditions. Delivered through a multidisciplinary team model, the programme provides flexible and integrated supports to sustain tenancies and improve health and wellbeing outcomes. Within this framework, the Clinical Nurse Manager I – Intellectual Disabilities will provide clinical and professional leadership to ensure the delivery of safe, person-centred nursing care for people with intellectual disabilities who also experience substance use, homelessness, and social exclusion. The role involves leading and supervising nursing staff, coordinating care planning, and embedding behavioural and health interventions in line with HIQA, New Directions, and NMBI standards. Working collaboratively with Housing First teams and partner agencies, the CNM I will play a vital role in promoting dignity, inclusion, and wellbeing while ensuring fidelity to the Housing First model and the highest standards of clinical practice.

Duties and Responsibilities

Professional/Clinical

- Lead and support a nursing team, students, and support staff in accordance with NMBI guidance.
- Coordinate assessment, care planning, implementation, and review processes in collaboration with the MDT and Intensive Case Managers (ICMs), ensuring alignment with HIQA and Housing First best practice guidelines.
- Deliver safe, evidence-based nursing care, including complex disability supports and behavioural interventions.
- Promote quality improvement and service evaluation to ensure high standards of care.
- Manage staffing, rosters, and skill mix to meet service needs.
- Maintain accurate clinical documentation in compliance with professional and organisational requirements.
- Providing supervision, guidance, and professional development for staff; ensuring high standards of care and adherence to national governance frameworks (NMBI, HIQA, HSE, Mental Health Commission, New Directions).
- Upholding Housing First principles of choice, rights, inclusion, accountability, and unconditional support.
- Maintain a small direct client caseload to ensure person-centred, evidence-based care.
- Collaborate with multidisciplinary teams across disability, mental health, addiction, housing, homeless, GP, and primary care services to ensure integrated care pathways.

Governance & Quality

- Ensure compliance with NMBI, HIQA, New Directions, and Health Act standards.
- Support audits, incident reporting, and risk management.
- Participate in policy development, governance reviews, and service improvement initiatives.
- Maintaining compliance with professional standards, contributing to audits, risk management, service improvement, and embedding evidence-based practice.
- Building effective working relationships with statutory and voluntary agencies, ensuring coordinated pathways of care.

Education and Development

- Provide induction, in-service training, and ongoing mentorship for staff.
- Assess and support training needs, including Positive Behaviour Support, sensory assessment, and autism care frameworks.
- Maintain professional development of the multi-disciplinary team and share emerging best practices in intellectual disability care.
- Providing mentorship, supervision, and opportunities for continuous professional development across Housing First teams.
- Sharing best practice approaches in line with Housing First values and supporting workforce development through training in trauma-informed care, harm reduction, dual diagnosis, and disability/mental health-specific interventions.

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 to contribute to the development of the post while in office.

Requirements

Essential:

- Registered in the Intellectual Disability Division with NMBI.
- Minimum 3 years post-registration experience, including at least 1 year in an intellectual disability service.
- Demonstrated leadership in clinical care, team supervision, and service coordination.
- Strong knowledge of NMBI, HIQA, Health Act, and New Directions standards.
- Excellent communication, organisational, and IT skills (e.g., CMS, reports, MS Office).

Desirable:

- Experience in community-based supports, harm reduction, or outreach nursing.
- Additional training in Positive Behaviour Support, sensory assessment, or autism-specific approaches.
- Experience in multidisciplinary service development