

HOUSING FIRST JOB DISCREPTION

ROLE: Clinical Nurse Manager 1 (Mental Health)

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 peoples 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 – Mental Health will provide clinical and professional leadership to nursing staff delivering integrated mental health and addiction services at HF. The role involves leading the delivery of nursing assessments, mental health interventions, harm reduction supports, and care coordination for people experiencing substance use, mental health issues, homelessness, and social exclusion.

Working as part of the Nursing team, alongside HF outreach and case management teams, the CNM1 will oversee care planning, supervise staff, ensure compliance with professional standards, and work closely with multidisciplinary partners, including GPs, mental health services, and community agencies. A key part of the role is building therapeutic relationships with service users in both clinical and non-clinical settings, fostering trust, and promoting recovery and wellbeing.

Purpose

The Housing First programme is a rights-based, person-centred approach that provides immediate access to permanent housing, alongside intensive health and social care supports, for people with multiple and complex needs. Operating within this model, the Clinical Nurse Manager I – Mental Health will provide leadership and clinical expertise to ensure the effective delivery of nursing and mental health interventions to individuals experiencing substance use, homelessness, mental health challenges, and social exclusion. The role involves coordinating assessments, recovery-focused care planning, and harm reduction supports, as well as supervising nursing staff and ensuring compliance with professional and organisational standards. Working closely with Housing First outreach and case management teams, alongside multidisciplinary partners such as GPs, community services, and mental health providers, the CNM I will be central to building therapeutic relationships, fostering trust, and promoting sustained tenancies and improved wellbeing in line with the fidelity of the Housing First model.

Duties and Responsibilities

Professional/Clinical

- Provide clinical leadership, mentoring, and supervision for nursing staff, students, and junior team members.
- Deliver and oversee nursing assessments, care planning, interventions, and discharge planning in line with Housing First fidelity, ensuring supports are accessible, flexible, and person-centred.
- Collaborate with multidisciplinary teams across mental health, addiction, housing, homeless, GP, and primary care services to ensure integrated care pathways.
- Maintain clinical governance, quality assurance, and compliance with NMBI, HSE, Mental Health Commission, HIQA, and HF standards.
- Manage rosters, staffing, and skill mix to ensure effective service delivery across community and outreach settings.
- Maintain accurate and timely clinical documentation in line with professional and organisational standards.
- Promote dignity, respect, and recovery-focused practice in all service user interactions.
- Commit to person-centred, evidence-based, trauma-informed, and harm reduction approaches to support individuals with complex needs (mental health, substance use, homelessness, social exclusion).
- Coordinate assessment, intervention, review, and discharge planning; embedding client voice and promoting recovery, dignity, and wellbeing.
- Uphold the Housing First principles of choice, rights, inclusion, accountability, and unconditional support.
- Maintain a small direct client caseload to ensure person-centred, evidence-based care.

Governance & Quality

- Ensure compliance with NMBI, HSE, Mental Health Commission, HIQA, and ALDP clinical governance standards.
- Maintaining the professional standards and contribute to audits, risk management, service improvement, and embedding evidence-based practice.
- Participate in service planning, policy development, and quality improvement initiatives.
- Build effective working relationships with statutory and voluntary agencies, ensuring coordinated pathways of care.
- Documentation of accurate clinical records, timely reporting, and contributing to data collection/evaluation to inform service outcomes.

Education and Development

- Promote continuous professional development across the multi-disciplinary team.
- Deliver induction, in-service training, and mentorship for staff and students.
- Stay informed of emerging trends and best practice in mental health, addiction, and harm reduction.
- Fostering collaboration, reflective practice, and trauma-informed environments that prioritise staff and service user wellbeing.

- 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 Mental Health Division with the NMBl.
- Minimum 3 years post-registration experience, including at least 1 year in mental health services.
- Demonstrated experience in clinical leadership and multidisciplinary collaboration.
- Strong organisational and communication skills, with the ability to work across community and outreach settings.

Desirable:

- Experience in harm reduction, addiction services, or community mental health.
- Proven ability to manage change and support team development.
- Evidence of ongoing professional development.