



Job Description

Let's Grow Together! Infant & Childhood Partnerships CLG

(Incorporating the Young Knocknaheeny Area Based Childhood Programme)

Speech and Language Therapist

1 full-time Basic Grade post available

- Employer:** Let's Grow Together! Infant & Childhood Partnerships CLG.
- Location:** Let's Grow Together! Infant & Childhood Partnerships CLG premises in Knocknaheeny or nominated location. The Speech and Language Therapist will be assigned a base location but will be expected to work across the Young Knocknaheeny geographical area, in homes and in community settings. COVID restrictions may apply.
- Contract:** A fixed-term period to 31st December 2023. Will be extended subject to funding. A probationary period of 3 months will apply.
- Hours of work:** 37 hours per week. Occasional out of hours working may be required for which a time off in lieu system is in operation.
- Salary:** €35,672 per annum being Point 1 on the pay scale. It is Company policy that new employees are appointed at Point 1 of their respective scales.
- Recruitment:** Open recruitment adhering to the Let's Grow Together! Infant & Childhood Partnerships CLG recruitment policy.

The successful candidate must hold a full driving licence and have access to a vehicle for work purposes, or have access to a reliable form of transport that would enable them to fully meet the requirements of this role.





Background

Incorporating the Young Knocknaheeny Area Based Childhood Programme, the main objective of Let's Grow Together! Infant & Childhood Partnerships CLG is to govern, support and develop area based prevention and early intervention programming and approaches that support early childhood development, relationships and environments; to set the foundations for infant and child development, learning, wellbeing, quality of life and outcomes; and by doing so mitigate the intergenerational impact of child poverty.

The subsidiary objectives are:

- Respectfully enhancing skills and early childhood development knowledge, of all parents, practitioners and services;
- Strengthening and supporting all relationships and environments that are important to every child's early development;
- Embedding systems and community change to support early childhood development
- Undertaking participatory learning and evaluation, documenting and policy development.

This work is underpinned by an innovative Infant Mental Health Framework and draws on best international evidence and practice.

The core work of Let's Grow Together! Infant & Childhood Partnerships CLG is funded by the Department of Children, Equality, Disability, Integration and Youth and is part of the Area Based Childhood Programme within the TUSLA Child & Family Agency.

Our Vision

Our communities are places where children experience happy, healthy and thriving childhoods that last a lifetime and no child is left behind.

Our Mission

To work in partnership with everyone important in children's lives, sharing knowledge, skills and resources, empowering families and enabling children through their relationships and in their communities to be nurtured, fulfilled, achieving and learning.

Job Purpose





The Speech and Language Therapist will work as part of the wider interdisciplinary team delivering on the programme of work in the community. Using an Infant Mental Health Framework, the Speech and Language Therapist will establish and build trusting relationships with families and communities right from the start, beginning with expectant parents and caregivers and following through key developmental stages of the infant, toddler's and young child's early life.

He/she will provide evidence based oral language development services, with a focus on promotion, prevention and early intervention, to enhance capacity of parents/caregivers, practitioners, and organisations across the community and ensure that every child can have the best possible start in life. The aim of this service is to support and improve early speech, language, communication and literacy development in the context of holistic child development and family wellbeing.

The community oral language development strategy builds on the NICHE pilot project (2009 to 2013), incorporates the learning from other community based projects locally/nationally and fits within the overall Company implementation plan.

Job Description

To implement an evidence-based promotion, prevention and early intervention oral language development service, in partnership with families and services across the community; that supports a tiered model of service provision across the community with a particular focus on universal targeted services.

Focusing on the prebirth-6 age group, the Speech and Language Therapist will connect with children and all those involved in the life of the child, including families, practitioners and services, to motivate and impart knowledge and inspiration to others to engage in the programme.

He/she will work closely with families to support and strengthen parental capacity to facilitate their children's early speech, language, communication and literacy development. He/she will work to build parents' and caregivers' own self-esteem and abilities to engage with services, peers and their communities around them. The Speech and Language Therapist will meet and support families, parents and caregivers, in their homes and within community settings.

As a key member of the interdisciplinary team, the Speech and Language Therapist will be expected to contribute to team meetings, discussions, processes, collaborative and individual actions.



With their colleagues, he/she will be required to be a key player in the development of the Programme and contribute to team work and collaboration. He/she will also be expected to network with wider stakeholders and contribute to the overall community development and enhancement taking place locally.

The Speech and Language Therapist will contribute to research, participate in data collection and evaluation processes to inform policy and practice and contribute to the evidence base of the work.

He/she will be supported to develop their skills and competencies in an Infant Mental Health Framework, through which they will deliver evidence informed programmes and approaches in partnership with families, interagency partners and the wider community.

She/he will provide training, coaching, mentoring, intervention and facilitate links to mainstream services that enhance and enrich language development for all children and their families.

They will collaborate closely with health services, early education settings and primary schools in the area.

Reporting Structure

The Speech and Language Therapist Basic Grade will report to the Senior Grade Speech and Language Therapist.

Attendance at HSE S&L Department team meetings will be required.

Person Specification

The Speech and Language Therapist will possess a commitment to the **values of the organisation which are: Inclusivity, Respect, Empathy, Integrity, Openness, Collaboration, and Good Governance.**

He/she will also possess a commitment to area based promotion, prevention and early intervention approaches to service delivery, to social change and antipoverty strategies.

He/she will be open to learning, transferring knowledge, mentoring and support, in areas of child development such as Infant Mental Health practice, early education and prosocial behaviour.



He/she will be self-motivated. They will show dedication and enthusiasm for the work and the values of practice. They must be flexible, open to change and the developing and transforming nature of work. They must be a positive, constructive, supportive team member. Working as part of an interdisciplinary team, undertaking other duties as assigned from time to time is expected.

He/she will have the capacity to reflect and be reflective in their work.

He/she will be open to training, reflective practice supervision and ongoing professional development.

He/she will have knowledge of the geographical area, including strengths, assets, capacity, as well as the needs of communities, families, services, groups and organisations.

The successful candidate will have strong interpersonal skills and experience working within an interdisciplinary team and/or differing inter-sectoral arrangements.

He/she will be able to represent the organisation externally in a professional manner.

He/she must enjoy working with local families, practitioners and wider services in a community setting.

The successful candidate will take a professional approach to assessments, record keeping, data protection, health and safety, and adhere to all relevant policies and procedures.

He/she will have proven ability to maintain a family case-load, facilitate groups in the community, provide training and coaching for families, practitioners and services, work in partnership with other services and disciplines, participate in and lead information sharing, education opportunities and events. They will also be expected to share learning and development with their colleagues.

Qualifications

The successful candidate must hold a BSc Speech & Language Therapy from University College Cork OR validated equivalent.

The successful candidate must be eligible for registration with CORU.

They must also be a member of the Irish Association of Speech & Language Therapists.

It would be highly desirable that candidates have completed Hanen training.



Experience

The successful candidate will have experience of supporting vulnerable families and disadvantaged communities including an understanding of educational disadvantage; working within an interdisciplinary team; delivering evidence-based oral language development programmes; case management and record keeping including data protection.

Essential Knowledge

Sound knowledge of key areas in early child speech, language, communication and literacy development, including parent-infant/toddler relationship development.

Knowledge of evidence informed practice that improves outcomes for children.

Familiarity with area-based prevention, promotion and early intervention programming with similar objectives.

Knowledge of community development, community networks and accessing resources.

Skills

He/she will have the skills to work from a strengths-based, relational approach with families and caregivers.

He/she will have established observation and assessment skills.

He/she will have strong communication skills, particularly an ability to communicate effectively with and on behalf of parents, caregivers infants and toddlers, colleagues and interagency partners.

He/she will have an established capacity to reflect, good listening and motivational skills.

He/she will be highly organised, have IT competency and reporting skills.

He/she will be resourceful and creative.

He/she will have the ability to provide input into research and evaluation.

For the successful candidate, this post represents a unique opportunity to be part of a dynamic interdisciplinary team implementing a programme of work, which aims to improve outcomes for children in the area, connecting with families, the community, with other service providers, contributing to the development of prevention and early intervention work.





Application Process

Please apply by email to info@letsgrowtogether.ie with a CV and cover letter that clearly sets out your interest along with your qualifications, knowledge, skills and experience relevant to the role.

The closing date for receipt of all applications is 12 midday on Thursday 23rd February 2023 (no late applications will be accepted).

It is anticipated that interviews for candidates shortlisted for this post will take place during the week of 27th February 2023 with the successful candidate taking up the role as soon as possible.

Shortlisting will apply.

This post is subject to Garda Vetting and reference checks.

Informal enquiries by email only to grace@letsgrowtogether.ie

Canvassing will disqualify.

*Let's Grow Together! Infant & Childhood Partnerships CLG
is an equal opportunities employer and committed to diversity and inclusion*

