**Job Description**

**Let’s Grow Together! Infant & Childhood Partnerships CLG**

**Infant and Family Project Worker (IFPW)**

**1 Part-Time Post (20hrs per week) 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 Infant and Family Project Worker will be assigned a base location but will be expected to work across the geographical area, in homes and in community settings.

**Contract:** An initial temporary fixed-term period to 31st December 2024. This may be extended subject to continued availability of funds. A probationary period of 3 months will apply.

**Hours of work:** 20 hours per week. Occasional out of hours working may be required for which a time off in lieu system is in operation. Working days would be Monday to Friday with hours per day agreed in advance, with occasional longer days for which time in lieu will be given.

**Salary:** Pro Rata €36,195 per annum being Point 1 of the applicable salary scale for this post. 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 with Let’s Grow Together indemnified on their insurance 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**

The main object for which the Company is established is to promote infant and early childhood development as a means of addressing child poverty so as to get every child’s life off to the best start.

The subsidiary objectives are:

* To provide a local area based early intervention programme for infants and young children

1. To respectfully enhance the early childhood development knowledge and skills of all parents, guardians and childcare practitioners

* To support learning, evaluation and policy development in the field of infant and early childhood development and related areas
* To establish, maintain and fund such premises as may be required to carry out and promote the main object for which the Company is established and to employ, enter into a contract with and otherwise obtain the services of staff to promote, carry out, advance or achieve the main object for which the Company is established and to do all such things as may be deemed necessary advisable or expedient for the establishment or ongoing administration of such premises and for the employment of the said staff.

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.

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**Our Vision**

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

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**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 IFPW 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 IFPW 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.

The IFPW will empower and motivate confidence by building on the strengths and capacities of parents and caregivers, to support them to give their children the best start in life.

They will build up their connections with families in the community by linking and working closely with other service providers. They will develop their work with families through evidence informed one to one relational work, groups, information sharing, and partnership work.

**Job Description**

The Infant and Family Project Worker (IFPW) will be a key member team and will expected to contribute to team meetings, discussions, processes, collaborative and individual actions. They 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. They will develop their early intervention and prevention skills across the four strands of the programme, will motivate and impart knowledge and inspiration to others to engage in the programme. The IFPW will meet and support families, parents and caregivers, in their homes and within community settings. They will work closely with families to support and strengthen the parental capacity to improve their children’s developmental outcomes. They will work to build parents’ and caregivers’ own self-esteem and abilities to engage with services, peers and their communities around them.

With their colleagues, they will be required to be a key player in the development of the Programme and contribute to teamwork and collaboration. They will also be expected to network with wider stakeholders and contribute to the overall community development and enhancement taking place locally.

They will participate in data collection and contribute to the research and evidence base of the work.

**Reporting Structure**

The IFPW will report to the Infant Mental Health and Well-being Coordinator or nominated person.

**Person Specification**

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

The person will also possess a commitment to area based early intervention and prevention work, to social change and antipoverty strategies.

They will be open to learning, transferring knowledge, mentoring and support, in areas of child development such as Infant Mental Health practice, language development, early education and prosocial behaviour and self-regulation.

They 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.

They will have the capacity to reflect and be reflective in their work.

The IFPW will be open to training, reflective practice supervision and ongoing professional development.

They 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 a multi-disciplinary team and/or differing inter-sectoral arrangements.

The IFSW will be self-motivated, trustworthy and reliable.

They will be able to represent the organisation externally in a professional manner.

They must enjoy working with local families, practitioners and wider services.

The person will have proven ability to maintain a family caseload, be delivering groups in the community, 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**

Applications are welcome from a wide range of disciplines. The ideal candidate will ideally have a recognised validated qualification in Social Work, Nursing, Community Development, Family Support or Early Childhood Studies, Social Care or a related field.

**Experience**

The successful candidate will have experience of supporting vulnerable families and disadvantaged communities; working within an interdisciplinary team; delivering evidence-based programmes, case management and record keeping.

**Knowledge**

Sound knowledge of key areas in early child development, including parent-infant/toddler relationship development.

Knowledge of evidence informed practice that improves outcomes for children.

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

Knowledge of community development, community networks and accessing resources.

**Skills**

They will ideally (but not mandatory as training will be provided) have Parents Plus training

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

They will have established observation and assessment skills.

They 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.

They will have with an established capacity to reflect, good listening and motivational skills.

They will be highly organised, have IT competency and reporting skills.

They will be resourceful and creative.

They 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 [admin@letsgrowtogether](mailto: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 **1pm on Friday 11th of October** (no late applications will be accepted).

It is anticipated that interviews for candidates shortlisted for this post will likely take place on the week of the 14rd October with the successful candidate taking up the role as soon as possible.

Shortlisting will apply.

Following interview, we may form a panel of qualifying candidates meeting the criteria for the position, should a similar position become available subsequently to this position being advertised.

This post is subject to Garda Vetting and reference checks.

Informal enquiries by email only to [Trish@letsgrowtogether.ie](mailto:Trish@letsgrowtogether.ie)

Canvassing will disqualify.

*Let’s Grow Together! Infant & Childhood Partnerships CLG*

*is an equal opportunities employer and committed to diversity and inclusion.*