



	<p>Staff Grade Psychologist, Specified Purpose Contract (X 1 years).</p> <p>HSE Social Inclusion Cork and Kerry and Coolmine</p>
<p>Taking up Appointment</p>	<p>To be agreed at job offer stage</p>
<p>Location of Post</p>	<p>This post will be based in Cork City South with a remit that spans services across Cork and Kerry</p>
<p>Reporting Relationships</p>	<ul style="list-style-type: none"> • The post-holder will be operationally line managed by Coolmine Manager. • Clinical supervision and professional line management will be senior psychologist and / or the HSE Principal Psychology Manager for Social Inclusion in Cork and Kerry.
<p>Details of Service and Purpose of Post</p>	<p>Coolmine is a leading drug and alcohol treatment service providing community, day and residential services to men and women with problematic substance use and their families in Ireland established since 1973. Coolmine Therapeutic Community believes that everyone should have the opportunity to overcome addiction and lead a fulfilled and productive life.</p> <p>Coolmine, in conjunction with Cork Local Drug and Alcohol Task Force and Southern Regional Drug & Alcohol Task Force has developed 6 community-based drug and alcohol hubs to deliver frontline community-based drug & alcohol treatment interventions in the Cork & Kerry region. In addition, funding has recently been secured to develop services for clients specifically using cocaine / crack, resulting in the recruitment of 3 WTE Project Workers and 1 WTE Staff Grade Psychologist.</p> <p><u>Project Summary</u></p> <p>The overall service will focus specifically on reducing cocaine/crack use across the South West, but will be tightly integrated within the existing and broader drug and alcohol services / structures within Coolmine. Service Users will be identified through the standard assessment/referral from Coolmine or other regional services or self-referral. In keeping with the broader established Coolmine services, this project will focus on a biopsychosocial approach and family systems approach to the assessment, intervention and case management. There will be an emphasis on working with organisations, supports and services already involved in clients' lives to improve overall outcomes. Project workers will carry out structured assessments and co-ordinated and case manage care packages across involved services and supports to meet the needs of clients as well as delivering evidence based interventions such as 'Reduce the Use' and 'Community Reinforcement plus Voucher programmes.</p>

The service will also provide coordinated care following discharge for a discrete period of time. This is a project based service and as such there will be significant emphasis on service based evaluations to directly inform and shape ongoing evidence-based service development / delivery which is effective in improving outcomes for clients and is cost effective.

The project team will consist of:

- 3.0 WTE Cocaine/Crack specific Project Workers based in the community Hubs – Kerry, Cork City and Cork County. In consultation with others the project workers will set up, and deliver an assertive outreach service. They will manage and conduct referrals and assessment / intervention programmes. They will report to the Coolmine Team Leader and will collaborate and work in the context of the existing well established Coolmine supports and services
- 1.0 WTE Clinical Psychologist to develop and pilot a psychological service to meet the psychological needs of clients directly and to provide psychological consultation, training and support to project workers to help them meet the needs of clients. The psychologist will also be responsible for service based research to determine the efficacy of the service and to directly inform the delivery, development and improvement of this project. There is a significant service based research brief. The project will thus be rooted in a scientist – practitioner model and evidence-based practice, with the goal of significantly enhanced outcomes for clients.
- The psychologist will drive the development of a trauma informed approach. This psychologist will provide consultancy and support to actively help develop an effective service which can be replicated elsewhere to meet the needs of this clients group. The psychologist will develop a clinical psychology service which is fully integrated into the project and service. As part of this, they will carry a reduced clinical caseload to help meet the psychological needs of clients in the context of their drug use.

This project will take an assertive engagement approach with clients. It will afford an opportunity for a meaningful integrated approach to care across Drug and Alcohol, Homeless, Prison, Mental Health, Pre-Hospital and Emergency Medicine Services, Sexual Health Service and Courts Screening and Brief Intervention or whatever services are a key part of client's lives and important to support them to enjoy improved quality of life.

The project will respond to clinical recommendations to meet the needs of clients from independent evaluation / recommendations made by members of the case-management framework across Drug and Alcohol, Homeless and Prison Services in that it presents the opportunity to engage with Emergency Medicine, Liaison Psychiatry (in the context of hospital discharge to Coolmine services for cocaine/crack users)

All necessary supports will be provided to ensure the success of this project. The psychologist will be supported with access to training or other specific supports, as needed, to ensure the success of this project. Other supports and support structures include:

- Categorical buy in and full support from Coolmine, the HSE, and Task Force Senior Management and commitment to maximise use of existing resources and supporting the development of this project.
- All new positions associated with this new project will align with established case-management system and existing resources leading to a safe structure to develop the new service, as well as durability and sustainability post-funding
- Full access to the intensive case-management framework and resources in place.
- Full access to the network of collaboration already systematically established with HSE, relevant NGOs and Drug and Alcohol Services

	<p>The psychologist will take a lead role in coordinating the Clinical Quality and Safety Group and the project will be developed in alignment with the Clinical Quality and Safety Governance within existing drug and alcohol services.</p>
<p>Principal Duties and Responsibilities</p>	<p>Service based research to inform the development and delivery of an effective service to cocaine / crack users.</p> <ul style="list-style-type: none"> • Conduct quantitative and qualitative, service based research on an on-going basis to directly inform and support the development and delivery of an effective service which has evidence based and effective practice to the fore. • Monitoring of client needs and outcomes over time. • Dissemination of data and recommendations, as well as provision of the necessary training, support and consultancy to the project team, Coolmine and the other supporting agencies to develop and improve service provision. <p>Development and delivery of a Psychological Service</p> <p>Clinical Remit</p> <ul style="list-style-type: none"> ❑ Develop, deliver and evaluate a psychological service which support the reduction of cocaine / crack use. This will include the provision of psychological assessment and intervention services which meet the psychological needs of clients in the context of cocaine / crack use. ❑ Develop, deliver and evaluate a range of psychological supports and services to meet the needs of clients indirectly through the provision of psychological consultation, psychoeducation, training and other supports as appropriate to staff on the project team, Hub teams and staff in the broader drug and alcohol services. ❑ Provide psychological supports to improve knowledge and understanding of the psychological / mental needs of cocaine users and how to effectively meet these needs. ❑ Assist in the development and dissemination of psychoeducational or other resources to support clients' and / or service providers across Cork and Kerry. ❑ Assist in the development and delivery of trauma-focused interventions and a trauma focused intervention service for project Workers and other team members as appropriate. ❑ Where appropriate and within the parameters of this limited resource, develop and deliver a range of population level / group level interventions.

- ❑ Improve health outcomes for cocaine users from a health equality perspective by informing and influencing the delivery of a service which circumvents access and engagement barriers.
- ❑ Collate and develop culturally sensitive and trauma sensitive resources for use by families, health services, or others and in conjunction with identified partners.
- ❑ Actively development and provide services which are culturally sensitive and trauma sensitive.
- ❑ Develop and maintain service policies as appropriate, record-keeping, notes and good file management.

Interagency Work

- ❑ Working in close collaboration with Cork Kerry Community Healthcare Social Inclusion services, community-based services and NGOs to help meet the needs of the client group.
- ❑ Work with both community and statutory providers to initiate health and wellbeing programmes
- ❑ Further develop, update and evaluate the resource packs / website for frontline staff (including GPs). Explore the development of online resources
- ❑ Liaise with existing Cork Kerry Community Healthcare staff and Community / Voluntary sector staff with expertise in this area
- ❑ Link with identified Cork Kerry Community Healthcare Heads of Service as required
- ❑ To support the broader Social Inclusion teams, through the provision of clinical supervision to trainees and assistant psychologists when required.

Review, Evaluation and Sustainability

- ❑ Ensure service-user and front-line staff feedback mechanisms
- ❑ Identify models of good practice in other areas and adapt for use in Cork and Kerry as required / as appropriate
- ❑ Ensure appropriate monitoring, evaluation and review of the work undertaken and programmes delivered
- ❑ Identify and develop collaborative partnerships and programmes in response to identified needs

Self-Care

The Cork Kerry Community Healthcare Social Inclusion Psychology Service recognises the traumatic nature of the experiences of some clients and the personal demands of the work. As such, there is a culture of care, support and compassion within the Psychology service, the broader Social Inclusion team and Drug and Alcohol services. The post-holder will be encouraged to place a strong personal emphasis on his/her own self-care and to actively nurture the existing culture of care and compassion for clients and between colleagues.

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.

<p>Eligibility Criteria</p> <p>Qualifications and/or experience</p>	<p>Each candidate must, at the closing date for the campaign, hold:</p> <p>a)</p> <p>(i) a recognised University degree or diploma (NQAI Level 8 equivalent) obtained with first, or second class, honours in which psychology was taken as a major subject and honours obtained in that subject</p> <p style="text-align: center;">and</p> <p>(ii) a postgraduate professional psychological qualification recognised by the Psychological Society of Ireland in Clinical Psychology, or Counselling Psychology or Educational Psychology as appropriate to the area of professional psychology in which the position is designated,</p> <p style="text-align: center;">or</p> <p>a postgraduate professional psychology qualification validated by the Department of Health and Children in Clinical Psychology, or Counselling Psychology or Educational Psychology as appropriate to the area of professional psychology in which the position is designated</p> <p style="text-align: center;">and</p> <p>b) possess the requisite knowledge and ability (including a high standard of suitability and management ability) for the proper discharge of the duties of the office.</p> <p>These qualifications will take effect on the signed date but without prejudice to anyone employed in a post of basic grade psychologist or above in the Irish Public Health Service to whom the qualification requirements for Psychologist – Community Care or Clinical in place at the 22nd January, 2002 shall apply – just double-checking that the year is 2002</p> <p>Health A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.</p> <p>Character Each candidate for and any person holding the office must be of good character</p>
<p>Salary</p>	<p>The Salary scale for the post is: 53,021 – 56,394 – 58,793 – 61,296 – 63,786 – 66,253 – 69,359 – 73,010 – 77,329 – 81,705 – 85,267 – LSI 1 88,017 – LSI 2 90,771</p>
<p>Post Specific Requirements</p>	<p>➤ Strong research skills and an ability to use research to directly inform service development and clinical practice.</p>

	<ul style="list-style-type: none"> ➤ Experience of working in the area of addiction is desirable but not essential
<p>Other Requirements specific to the posts</p>	<ul style="list-style-type: none"> ❑ Demonstrable understanding of/experience in health and psychological needs of people struggling with addiction and the unique barriers faced in access to mainstream services ❑ Access to transport is essential
<p>Skills, competencies and/or knowledge</p>	<p>Professional Skills and Knowledge</p> <ul style="list-style-type: none"> • Demonstrable experience of and capacity to work in partnership with other disciplines, services and other agencies, with client compassion and a commitment to good outcomes for clients to the fore. • Capacity to carryout service-based research and evaluations. • Ability to facilitate workshops and training and to support service and organisational development. • Demonstrate sufficient professional knowledge to carry out the duties and responsibilities of the role. • Demonstrate experience of applying evidence-based practice. • Demonstrate an ability to apply knowledge to best practice <p>Planning and Organising Resources</p> <ul style="list-style-type: none"> • Demonstrate ability to plan, organise and deliver evidence-based services in an efficient, effective and resourceful manner, within a model of client-centred care and value for money • Demonstrate good ability to develop and deliver services which have maximum reach and make the best use of limited resources and is rooted in evidence based practice. • Ability to plan, develop and deliver a service, with support from the Coolmine Team Leader and Principal Psychologist and to evaluate outcomes so as to continue to improve service delivery. • Demonstrate ability to manage deadlines and effectively prioritise workloads • Demonstrate a commitment to assuring high standards and strive for a user-centred service. • Demonstrate initiative and innovation in identifying areas for service improvement. • Demonstrate knowledge of Health Service Planning and Delivery <p>Teams Skills / Project Management Skills</p> <ul style="list-style-type: none"> • Demonstrate ability to work as part of a team or on one’s own initiative • Demonstrate ability to empathise/treat others with dignity and respect, including clients, colleagues and other professionals. • Demonstrate flexibility and openness to change. • Be able to assess and respond to need quickly, taking a pragmatic and solution-focused approach. • Project management skills <p>Analytical Skills</p>



	<ul style="list-style-type: none"> • Demonstrate ability to evaluate information and make effective decisions especially with regard to service user care. <p>Communication & Interpersonal Skills</p> <ul style="list-style-type: none"> • Display effective interpersonal and communication skills (verbal and written). • Demonstrate ability to utilise supervision effectively. • Demonstrate a willingness to develop IT skills relevant to the role. • Demonstrate commitment to continuing professional development. • Demonstrate experience of developing and working in a variety of partnerships and networks <p>Self-Care Skills</p> <p>A commitment to personal self-care in the context of service provision.</p>
<p>Working Arrangements</p>	<ul style="list-style-type: none"> • Working week: 35-hour week, (9am-5pm) 5 days per week (Monday to Friday) with cross cover arrangements • Base: Psychology Cork Region housing First, Suite 9, John Dunlop Building, Marina Commercial Park, Cork. • Professional governance within Coolmine Clinical Quality and Safety Structure and HSE Psychology Social Inclusion services. • Operational line management under Coolmine Team Leader and Clinical and professional supervision under the Principal Clinical Psychologist for Social Inclusion. • Adherence to the Coolmine Clinical Quality and Safety Structure and HSE Clinical Governance Structures locally

Application Process:

Interested candidates who meet the Person Specification requirements should send their CV & cover letter with application reference code to Dylan Murphy, HR Administrator at dylan.murphy@coolminetc.ie

Please quote this application reference **HR/CRK/SER/PSYC/0524**

The closing date for applications is **Thursday the 13th of March 2024**

Coolmine Therapeutic Community is an equal opportunities employer.