



Our Vision

Life is great for children and young people

Our Mission

Provide a range of support services for children and young people who have not had a fair deal in relation to housing, homelessness, mental health and participation

Our Ethos

We need each other to make life work

Our Values

We make our own choices

We take risks

We make mistakes and learn

We recognise our differences and challenge judgments

MACS SUPPORTED HOUSING SERVICE

JOB DETAILS

Job Title:	Housing Worker
Funding:	Funded by the Supporting People Housing Executive and Area Trust/ Public Health Agency
Conditions:	Full Time Fixed Term until 31 st March 2018
Responsible to:	Housing Manager
Location:	14-20 University Street, Belfast
Hours of Employment:	Full Time: 35 hours per week (shift work). Shifts include evenings, weekends and bank holidays. Shift patterns may be subject to change Typical Working Pattern below is subject to change but will normally include 1 early shift, 1 late shift per week and 1 Saturday per month. <ul style="list-style-type: none">• 8am – 4pm• 9am – 5pm• 1pm – 8pm
Holidays:	30 days per annum
Salary:	£21,388 per annum and pension at 4% of salary

It will be a requirement of this post to be registered with the Northern Ireland Care Council (NISCC).

JOB DESCRIPTION / PERSON SPECIFICATION

ROLE OVERVIEW

Uni. St provides 24/7 supported housing for 18 young people leaving care who aged between 16 and 21. Housing Workers support young people to build the skills and confidence to maintain their own homes. Young people will receive individualised support based on support planning ongoing assessment/review and keeping safe were appropriate. Young people can live with us for up to 2 years before moving on to their own accommodation in the community.

CORE DUTIES AND RESPONSIBILITIES

- To develop purposeful and nurturing relationships with young people using Social Pedagogy as an approach to practice
- Adhere to Child Protection, Vulnerable Adult and Lone Worker policies to safeguard Young People and Staff.
- To provide holistic support (on a one to one and group basis)to all young people accessing the service
- To ensure that young people's ideas, thoughts and feedback are recorded, responded to and actioned. Feedback to line management or relevant subgroups where appropriate
- To provide 1 to 1 support to young people ensuring this is underpinned by MACS ethos and value base
- To identify support plans in partnership with compliment pathway plans, in partnership with young people, referrers and statutory partners
- To work in partnership with referrers, stakeholders and key agencies to ensure provision of comprehensive support to young people
- To provide practical and 'hands on' support regarding budgeting, cooking, cleaning and running a home, with young people and in conjunction with their support plans

- Awareness of young people's housing rights.
- To take the lead in creating and reviewing safety plans
- Work effectively, ensuring information is communicated efficiently through the designated systems
- To carry out quarterly reviews in partnership with young people and relevant partners
- Comprehensively plan (with young people and key agencies) move in and move on from the Service
- To give information, advice and assistance on claiming benefits and on accessing other relevant agencies and services
- To maintain clear, young people friendly, written and verbal communication with referrers, stakeholders and relevant external agencies and services
- To ensure accommodation is well maintained, and is safe for young people to live in
- To maintain an accurate and up to date record of support provided to young people
- To ensure quality standards are maintained and improved upon (QAF and RQIA) and MACS internal reviews
- To work to targets as identified in your Balanced Scorecard
- To complete the competency framework in conjunction with your line manager within the first 9 months of employment
- To meet with the Manager for monthly supervision and annual appraisal
- Respond to communications from MACS staff
- To engage in completion of annual training needs analysis and attend relevant training

- To develop new, innovative and alternative approaches to working with young people
- To encourage young people to participate in reviews , MACS shadow board and forums
- To ensure young people are aware of and have access to other MACS Services
- Comprehensively Plan (with young people and key agencies) in relation to move in and move on from Housing
- To identify sources of funding to meet the needs of young people, i.e. charitable, DHSS, grants etc
- To assist in the resolution of neighborhood disputes and problems (in house and the wider community)
- To attend team meetings and service days
- To pro-actively engage in Service development and raising the profile of Service
- To support and nurture all students on placement at MACS
- To pro-actively engage in organisational subgroups, activities and events for e.g. planning of Oscars, Org Day out, Health and Wellbeing Group and Culture Group
- To work in accordance with MACS policies and procedures
- Promote team cohesion and development through reflective practice (Gibbs Model), innovative thinking, transparent communication and solution focused approach
- Undertake any other duties as required

PERSONAL REQUIREMENTS

- The ability to build personable, purposeful and transparent relationships with young people.
- The commitment to work in accordance with MACS ethos and value base.
- The ability to communicate effectively to a wide range of people, including young people, verbally and in writing.
- The willingness to accept direction and supervision.
- The ability to reflect on practice, identify learning needs and take responsibility for continued professional development (with line management support).
- The willingness to work flexibly to respond to the needs of young people and to ensure the viability of the service
- The ability to maintain a comprehensive and up to date written record of work undertaken.
- To have the commitment to undertake relevant training.
- To be resilient and compassionate in a challenging environment
- To have good time keeping, time management skills and organisational skills.
- The ability to work on own initiative and as part of a Supported Housing team and within the Organisation.
- To represent the organisation in a professional manner.
- To bring enthusiasm and commitment to MACS.

PERSON SPECIFICATION

SKILLS AND KNOWLEDGE REQUIRED BY POST HOLDER	
CRITERIA 1	
2 years experience of working with young people aged 16-25 in a supported housing or similar environment Or Degree in Social Work, youth and community Work or similar 1 years experience of working with young people aged 16-25 in a supported housing or similar environment	ESSENTIAL
CRITERIA 2	
Understanding of young people who have been homeless, have left care or have high support needs	ESSENTIAL
CRITERIA 3	
Experience of successfully liaising with a variety of agencies to support Young People to better manage their accommodation and keep safe	ESSENTIAL
Experience of support planning to set and achieve goals to develop independent living skills	ESSENTIAL
CRITERIA 4	
Can develop own approach to practice based on reflection and feedback	ESSENTIAL
Can be resilient and compassionate in a challenging environment	ESSENTIAL
CRITERIA 5	
A full current driving licence and access to a car is required so as to be able to meet the requirements of the post in full	ESSENTIAL