



WHY WORK FOR US?

Depaul is a cross border charity supporting some of the most marginalised individuals, couples and families experiencing homelessness. Our mission is to end homelessness and change the lives of those affected by it. Would you like to help us to meet our mission?

We are a values led organisation and aim, at all times, to live and breathe these values in our everyday work. Our values are based on four key principles:

- We celebrate the potential of people
- We put our words into action
- We aim to take a wider role in civil society
- We believe in rights and responsibilities

If you choose to work for Depaul we offer:

Comprehensive induction – all new staff are provided with a robust induction and probationary period to equip you with the knowledge and tools you need to carry out your role.

Genuine development opportunities – in the last 3 years 50% of Deputy Managers that have been appointed were Project Workers and 10% of Relief Workers have went on to become Project Workers.

Exciting training initiatives – we have extensive training courses staff can avail of, here are just a few

- Depaul's Vision, Mission and Values course, this involves travel to meet the Depaul International family.
- Emerging Leaders, supporting workers that would like to develop their leadership skills and to progress to a management role.
- Online learning resources within Depaul's bespoke online learning platform, Moodle.
- Mandatory training including, MAPA, Health and Safety, Child Protection, Fire Safety, and First Aid

We keep you informed – We hold a number of 'Pillar' days throughout the year to bring all staff together to keep everyone up to date on changes, developments and successes over the year. We also hold a yearly staff conference.

Support – We have a supervision model that means you will receive one to one time with your line manager on a 4-6 week basis. The purpose of supervision is to have a holistic approach; it is not just about supporting you to reach your goals and potential it is also about your wellbeing. It is encouraged to be a two way process, so you have opportunity to feedback to your manager about how supported you feel.

Westfield Health – Each staff member gets access to free 24 hour counselling support and up to six face-to-face sessions. A health cash plan so you can claim money back, up to set limits, on a number of treatments, this includes dental, optical, acupuncture and many more. Your children under 16 are also included on the plan.

Enhanced terms and conditions – 35-hour working week, 25 days annual leave plus 10 statutory holidays, occupational sick pay, occupational maternity pay, income protection insurance and contributory pension. Both annual leave and occupational sick pay increase with length of service.



OUR STAFF FEEDBACK

94% feel they are encouraged to have a good work life balance

100% feel their job is important to the accomplishment of the mission of Depaul

88% feel that they have the training required to do their job

96% of staff feel they understand the aims and objectives of their role

93% feel teamwork is encouraged

99% feel Depaul embraces people from a diverse background

96% feel their job gives them a sense of personal satisfaction

97% of staff feel that Depaul understands it service user needs

Irish News Workplace & Employment Awards Best Place to Work Finalist 2019

Holder of Investors In People Gold 2012 – 2018

Irish News Workplace & Employment Awards Workplace Excellence Finalist 2019

FLOATING SUPPORT WORKER	
Grade	Harm Reduction-Floating Support Worker - £8.92
Reporting to	Local Management Team
Location	60-77 Strand Road, Derry/Londonderry
Contract Type	Permanent
Hours	Partime Post - 16 Hours Fulltime Post – 35 Hours
Service Remit	<p>The community based service covers the Derry City and surrounding areas. With the aim of preventing homelessness.</p> <p>Depaul’s Derry-based Harm Reduction Floating Support service provides one-to-one confidential support to assist people who are experiencing difficulties with their tenancy and are at risk of homelessness due to alcohol and substance use. We visit people at their request in their own homes, and tailor the support we offer to meet their particular needs and reduce the risk of homelessness.</p>
Scope of Responsibility	<p>To be a member of a highly professional team providing needs led practical support and advice to those using our services. Depaul staff are committed to providing a high standard of service provision where service users are empowered to manage their own lives and participate in future service development</p>
Key Areas of Responsibility	<ul style="list-style-type: none"> • To provide a harm reduction and low threshold service to individuals who at risk of homelessness. • To ensure that all service users have a service user led needs assessment, safety & wellbeing plan and support plans that utilise harm reduction methods of practice and that these are regularly reviewed. • To offer advice and practical support across a range of issues including housing, health, safety, addictions and benefits. • To develop and maintain Support Plans based on the assessment of needs with agreed outcomes that are measured and reviewed regularly. • To liaise with relevant statutory and voluntary agencies. • To establish and maintain professional working relationships with all stakeholders and relevant agencies. • To adhere to lone working policy, procedures and risk management protocols. • To approach the service users, at all times, with dignity and respect and ensure that they are provided with choices around the services they receive. • To be a contributing team player, taking part in handovers, team meetings, core training, the mentoring of Volunteers and supporting other team members in ensuring all decision making is appropriate and consistent

FLOATING SUPPORT WORKER

- To ensure all tasks are completed in an accurate manner and supported by a clear electronic and hard copy filing system.
- To regularly update your line manager on service user progress or regress and participate in regular supervision, annual appraisals and identifying your own professional development needs to further develop your role.
- To ensure all Depaul Policies and Procedures are adhered to particularly Child Protection; Health and Safety; Code of Conduct and Confidentiality.
- To at all times undertake your role in a professional manner maintaining a high quality standard of work in line with Depaul Values and ethos.

The above list is not exhaustive; additional areas of responsibility may be added over time and flexibility to cover for other staff roles is required from time to time.

Person Requirements

Qualifications

- 3 GCSE's A-C to include Maths and English or equivalent

Experience

- 1 years paid experience or 2 years volunteering experience working with vulnerable adults with complex needs.

Skills

- Good working knowledge of risk assessment and risk management processes (i.e. Service User Risk assessment, Lone Working, Activity Risk Assessments)
- Working knowledge of using IT systems to record case notes
- Good written and verbal communication skills.
- Good IT Skills
- The ability to compile and present written and computerised reports.
- The ability to undertake outreach/lone working.
- The ability to respond calmly in a crisis, whilst remaining compliant with organisational policies & procedures.
- Ability to manage a case load.
- Ability to manage time and plan workload effectively.

Knowledge

- A knowledge of the issues around supporting street drinkers with problems in non-residential and non-specialist settings
- A knowledge of Harm Reduction methods when dealing with substance users
- A good understanding of issues presented through alcohol /drug use

FLOATING SUPPORT WORKER	
	<ul style="list-style-type: none"> A working knowledge of relevant statutory and voluntary agencies and the ability to network/liaise with all relevant bodies Knowledge and willingness to work within the guidelines of Depaul vision mission and values. <p>Circumstances</p> <ul style="list-style-type: none"> Ability to work on a rota basis (7 day week – Mornings, Evenings & Week-Ends). A full driving licence and access to a car insured for business purposes* <p>*this criteria is waived for candidates unable to meet it due to disability.</p>
Access NI	This Post is subject to an Enhanced Access NI check. Having a criminal record will not necessarily debar you from working with Depaul. This will depend on the nature of the position, together with the circumstances and background of your offences or other information contained on a disclosure certificate.
NISCC	This post is subject to NISCC registration, if you do hold a valid registration this must be completed within your probationary period.