

<b>Northside Family Resource Centre</b>	
<b>Job Description</b>	
<b>Job Title:</b>	Speech and Language Therapist
<b>Name of Employer:</b>	Northside Family Resource Centre

**Background:**

Northside Family Resource Centre, since its establishment in 1987, has sought to respond to the needs of the local community by providing opportunities to local people to support each other and search for ways to improve the quality of life in the area.

The successful candidate will be employed by Northside Family Resource Centre and will report to the Head of Early Years Services and ultimately to the Voluntary Board of Management through the CEO.

The role of the Speech and Language Therapist is to support families who attend the early years' services. He/she will be responsible for assessment of needs, referrals to appropriate services and provision of one-to-one and group support to children and parents.

Northside FRC recognises the significant educational gap for children living in areas of disadvantage. We are seeking to close the educational gap as early as possible through embedding a speech and language specialist into our early years' service.

The post holder will be expected to:

- Adhere to the Child Protection Policy of NFRC and ensure any concerns are acted upon immediately and appropriately.
- Keep strictly confidential any personal information relating to the children, their families or members of staff learnt as part of the job.

**Key areas of work:**

**Needs assessment**

- Work closely with Early Years Coordinators and Team Leaders to identify children and families in need of support and interventions.
- Assess needs of families and children attending the early years' service

- Monitor and manage referrals from staff and parents

#### **Intervention**

- Prioritise need and devise intervention plans.
- Facilitate individual and group interventions in a skilled manner.
- Identify opportunities for service development to meet the needs of children and families.
- Facilitate a family centred approach.
- Provide ongoing individual support to parents and children, linking them with other services as required.
- Design and deliver CPD for staff.
- Devise and run information sessions for parents.
- Make referrals to other services where appropriate.
- Keep detailed records of all interventions with children and parents.

#### **General**

- Develop and deliver a research project on this pilot initiative in cooperation with the Management Team.
- Promote the pilot locally, regionally and nationally.
- Seek long-term funding opportunities to secure a sustainable model.
- Access appropriate professional support and supervision.
- Additional tasks that may be deemed necessary by the Management Team.
- Work across different sites when required.

# NORTH SIDE

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## FAMILY RESOURCE CENTRE

<b>Northside Family Resource Centre</b>	
<b>Personal Specification</b>	
Job Title:	Speech and Language Therapist
Name of Employer:	Northside Family Resource Centre
<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>Be registered, or be eligible for registration, as a Speech and Language Therapist by the Speech and Language Therapists Registration Board at CORU</li> <li>Minimum of 2 years post qualifying experience</li> <li>Membership of appropriate professional body</li> <li>Knowledge and experience of working with vulnerable families.</li> <li>Excellent report writing skills.</li> <li>Good computer skills.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with a Voluntary Board of Directors.</li> <li>Experience of working with multiple cultures and a variety of target groups.</li> <li>Experience of managing own caseload.</li> <li>Post-graduate Qualification in a related field</li> <li>Research and report writing experience</li> </ul>

Northside Family Resource Centre	
Terms of Employment	
<b>Job Title:</b>	Speech and Language Therapist
<b>Name of Employer:</b>	Northside Family Resource Centre

**Accountability**

The Practitioner will report and be responsible to the Head of Early Years Services and ultimately the Voluntary Board of Management through the CEO.

**Hours of Work**

- The post will be full-time i.e., 39 hours per week, Monday to Friday between 8 a.m. and 6 p.m.
- Part-time/3/4 time and fulltime working arrangements will be considered.
- The Early Intervention Practitioner will be expected to be flexible about evening and weekend work for which overtime will not be paid but time-off-in-lieu will be granted.
- The contract will be initially for one year subject to continued funding through the various Childcare Schemes.
- There is an expectation the Practitioner will work across sites as required all of which are located on the Northside of Limerick City.
- A ten-month probation period will apply.

**Salary**

The salary scale is €35,700 - €42,154 per annum pro rata. This will be offered at a level that is commensurate with qualifications and experience.

**Pension**

A pension scheme, to which management contributes, is in operation post probationary period and granting of permanency.



**Confidentiality**

The Practitioner will be expected to always observe confidentiality in relation to the business of the Family Resource Centre.

**Holidays**

Twenty-five days per annum plus 2 privilege days and public holidays.

**Garda Vetting**

The position is subject to the completion of a satisfactory Garda Vetting process.