



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:	Support Worker
Funding:	Funded by Supporting People (Housing Executive) and HSCT
Conditions:	Full Time, Permanent
Responsible to:	Team Leader
Locations:	Belfast / Downpatrick / Lisburn
Hours of Employment:	Full Time – 36 hours. Shifts include Waking Nights, Weekends, Bank Holidays and occasional Day Shifts
Holidays:	24 x 12 Hour Shifts per annum
Salary:	£18,285 per annum & 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

SERVICE OVERVIEW

Newry, Downpatrick, Lisburn and Belfast Supported Housing Services (Move in to Move On) provide supported housing for young people who are homeless or leaving care to make the transition to interdependent living and their own tenancy. Lisburn and Downpatrick Services include short term (up to 10 days) 'Assessment' accommodation for 16/17 year olds presenting as homeless. The Service delivers high quality support to young people aged (16 – 21) to build the skills and confidence to maintain their own homes. Young people live with us for up to 2 years before moving on to their own tenancy in the community.

ROLE OVERVIEW

To aid the provision of housing related support and guidance to young people in conjunction with their identified support and safety needs. To assist young people as they transition into adulthood and plan for their move on from Housing into the community. To provide an accessible point of contact at night / weekends and to promote the protection and safeguarding of young people living at MACS.

CORE DUTIES AND RESPONSIBILITIES

- To be able to work with compassion and resilience in what can be a challenging setting
- To develop purposeful and nurturing relationships with young people
- Adhere to Child Protection, Adult Safeguarding 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
- Support the move in and move on process

- To support young people to complete the tasks identified in their support plans
- To promote relationship building and problem solving between 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
- To adhere to existing safety plans. Take action to respond to arising safety concerns in order to promote safeguarding and child protection. Communicate promptly and effectively with PSNI, Emergency Duty Social Worker, Emergency Services, On call and family/children's homes where appropriate
- Ensure relevant recordings are completed in relation to safeguarding before leaving the house
- Take the responsibility to ensure the security and safety of the house
- Adhere to the Housing Health & Safety and Fire Safety policy and procedures
- To consult and make decisions as a team
- Work effectively, ensuring information is communicated efficiently through the designated systems
- To participate in young people's reviews and support planning
- To provide a range of informal group work opportunities to young people
- To support the Housing Worker to ensure accommodation is well maintained, and is safe for young people to live in
- To ensure quality standards are maintained and improved upon (QMT and RQIA) and MACS internal reviews
- To maintain clear, young people friendly, written and verbal communication
- To meet with the manager / team leader for monthly supervision
- To be committed to continuous professional learning and development needs
- To encourage and support young people to be involved in participation within MACS and outside of MACS

- To promote other MACS Services and events to young people across Housing and support them to attend
- To support and engage young people to be a good neighbor and assist in the resolution of neighborhood disputes
- To attend all relevant meetings as required
- To pro-actively engage in Service development and raising the profile of Service
- Contribute to the induction and support of sessional workers
- To support and nurture all students on placement at MACS
- To work in accordance with MACS policies and procedures
- Promote team cohesion and development through reflective practice, innovative thinking, transparent communication and solution focused approach
- Contribute to the organisational strategic direction through annual team objectives
- Undertake any other duties as required.

PERSON SPECIFICATION

SKILLS AND KNOWLEDGE REQUIRED BY POST HOLDER	
CRITERIA 1	
1 year of experience working with young people aged 16-25	ESSENTIAL
CRITERIA 2	
Understanding of how trauma and adverse childhood experiences can impact on the behavior of young people aged 16-21	ESSENTIAL
CRITERIA 3	
Ability to support young people (16-21) to make transition into adulthood and interdependent living.	ESSENTIAL
CRITERIA 4	
Ability to support and manage young people (16-21) who present with aggressive / threatening behaviour	ESSENTIAL
Ability to support and manage young people (16-21) with drug use issues	ESSENTIAL
CRITERIA 5	
Can develop own approach to practice based on reflection and feedback	ESSENTIAL
To be resilient and compassionate in a challenging environment	ESSENTIAL
CRITERIA 6	
A full current driving license and access to a car is required so as to be able to meet the requirements of the post in full	ESSENTIAL
DESIRABLE CRITERIA	
Experience of working in a supported housing or residential environment	DESIRABLE
A health and social care qualification or third level education	DESIRABLE