



## Job Description

### **Let's Grow Together**

#### **Home Visiting Support Lead**

**1 part time posts available (20 hours)**

**An initial temporary fixed-term period to 31st December 2027.**

Established in 2021 Lets Grow Together is a not for profit based in Knocknaheeny serving people and supporting services in the northwest area of Cork City.

Our main objective is to support and develop communities where all children experience happy, healthy and thriving childhoods. We do this by working in partnership with everyone important in children's lives, sharing knowledge, skills and resources, empowering families and enabling children through their relationships and in their communities to be nurtured, fulfilled, achieving and learning.

We support and provide evidence- informed services to families and their young children and offer early childhood training and mentoring to other professionals. Advocating for families and communities to support early childhood development at local, regional and national levels to promote systems and policy change.

For the last 10 years, Let's Grow Together has implemented an adapted Michigan Model of Home visiting here in Ireland. The organisation now wishes to recruit a Home Visiting Support Lead to expand and replicate the model to reach more families. This opportunity has arisen with funding through the Tusla National Home Visiting Programme.



## About the Role

The Home Visiting Support Lead role will support the replication and implementation of the Let's Grow Together evidence-informed home visiting model, ensuring consistency with the organisation's values, aims and objectives. (PEI)

LGT Home Visiting Programme will build on the foundations provided by the Michigan model, which is focused on an Infant Mental Health approach

The specific requirement of this role is to support the replication and implementation of this model in Mayfield and The Glen, partnering with Newbury House as the local organisation, as a pilot initiative.

This is a new development. Let's Grow Togethers home visiting programme will require further refinement and piloting in a new area, with a local partner. It is expected that the role will include documenting practices and procedures central to the home visiting programme and to the implementation support. This will involve monitoring, evaluation, reporting and engaging with external partners.

Reporting directly to the Infant Mental Health and Wellbeing Co-ordinator at Let's Grow Together or a designated other, this is a leadership role within the organisation.

## Job Description

Key responsibilities include:

- Collaboration with key stakeholders to lead the development, replication and implementation and of the LGT home visiting programme.
- Supporting and building the capacity of home-visiting staff in their direct work with families.
- Facilitate training for professionals
- Supporting the induction of new staff and student placements.
- Providing fidelity oversight and guidance to ensure the quality of the home-visiting programme is maintained within LGT expectations.





- Promote safe and ethical practices and adhere to child protection and welfare standards.
- Ensuring quality record keeping and contributing to policy and systems development.
- Documenting processes, practices and procedures of the LGT Home visiting Programme.
- Undertake data collection, monitoring and reporting processes.
- Supporting comprehensive evaluation processes locally and nationally.
- Building strong relationships with community partners and other stakeholders nationally and locally to promote early childhood development and family support through home-visiting
- As recommended in Infant Mental Health practice, the post holder will continue to hold a small caseload and group work as part of their role.
- Participation and providing reflective practice supervision
- Representing the organisation at interagency forums and networks.
- This is not an exhaustive list; this is a new and developing role, and so undertaking additional tasks as deemed appropriate by the Manager will be expected.

## Person Specification

This is an exciting opportunity for the right person, to innovate and make a real long-lasting impact in communities in Cork and nationally.

The appointed person will demonstrate knowledge & experience of:

- Delivering the current LGT home-visiting programme
- Infant Mental Health
- Early childhood prevention and early intervention services in Ireland





- Delivering workforce development through training, mentoring/coaching
- Experience of providing reflective practice supervision one-to-one and in groups.
- Capacity to guide new initiatives from early planning and development through to full implementation and integration.
- Adopting a strong relational and strengths-based approach to working with partners and colleagues internally and externally.
- Data collection, reporting, monitoring and evaluation. Strong report-writing and presentation skills are an advantage.
- LGT mission and values
- Communities and organisations they will be supporting.
- Working as part of a team with passion and commitment.
- Flexibility, creativity, and solution-focused thinking. Ready to take responsibility/accountability.
- Capacity to reflect and promote reflective practice within the work. .

**Reporting to:** Infant Mental Health and Wellbeing Co-ordinator at Let's Grow Together or a designated other, this is a leadership role within the organisation.

### Qualifications & Training

- Relevant professional 3rd level qualification is essential (e.g., Social Care, Social Work, Nursing, Education, Psychology, Youth and Community Work or other related field).
- Management/ supervision training is highly desirable.
- Registration with the relevant professional body, where applicable.
- Certified child protection and welfare training required.





- Endorsement or commitment toward endorsement within 1 year with the Irish Association of Infant Mental Health
- Certified completion of facilitator/train the trainer in early childhood evidence-based programmes, such as Circle of Security, Solihull (Togetherness), Peep, Infant Mental Health Masterclass, Solihull (Togetherness), Baby massage, and Hanen, are all highly desirable.

## Skills

- Leadership and management skills.
- Training, facilitation and mentoring
- Reflective practice participation and facilitation
- Relational, strengths-based practice
- Trauma, culture and diversity informed practice
- Maintaining standards and fidelity processes of self and others
- Excellent communication and advocacy abilities.
- Strong organisational and IT competencies.
- Ability to work under pressure and manage competing demands.
- Capacity to build networks and foster collaborative relationships.
- Reporting and documenting processes and outcomes, data collection and analysis,

## Terms and Conditions

The successful candidate must hold a full driving licence and have access to a vehicle for work purposes or have access to a reliable form of transport that enables them to meet the requirements of this role fully.





Salary: €54,378 pro rata.

Working week: 20 hours (of 37 hours).

Annual leave: 28 pro rata per annum.

### **Salary Scale (full time entitlement)**

Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7
54,378	57,665	58,885	62,137	63,397	64,649	65,917

### **Application Process**

Please apply by email to [admin@letsgrowtogether.ie](mailto:admin@letsgrowtogether.ie) with a CV and a cover letter outlining your interest, qualifications, and relevant experience for the role. Please indicate the specific job you are applying for in the subject line of your email.

The closing date for receipt of all applications is **Midday 4<sup>th</sup> February** (no late applications will be accepted).

It is anticipated that interviews for candidates shortlisted for this post will take place Week starting 9<sup>th</sup> February

Following interview, we may form a panel of qualifying candidates meeting the criteria for the position, should a similar position become available subsequently to this position being advertised.

This post is subject to Garda Vetting and reference checks.

Informal enquiries by email only to [Trish@letsgrowtogether.ie](mailto:Trish@letsgrowtogether.ie)

Canvassing will disqualify.

*Let's Grow Together is an equal opportunities employer and committed to diversity and inclusion.*

