



WINDMILL THERAPEUTIC TRAINING UNIT CLG

Support Worker

Job Description/Person Specification

The Organisation

Windmill supports adults with intellectual disability. Our mission is to empower the people we support, by providing a service which enhances their lives through a responsive, proactive and collaborative approach to meeting their needs, wishes and choices.

The Position

Applications are invited from suitably qualified persons who wish to be considered for appointment to the above-mentioned position. Subject to an initial six-month probationary period the appointment will be based on an annual renewable contract.

The primary function of the role is to, by employing the therapeutic relationship, coordinate and facilitate the person-centred planning process within a social and human rights-based model of practice in line with windmills policy, ethos and philosophy and social policy new directions, working as part of a team and under the supervision of senior staff.

What the position involves

The position requires working face to face with adults – with intellectual disability who may have multiple complex support needs, ensuring that all receive quality supports, aimed at increasing the independence and autonomy of each person.

The successful candidates will have the ability to operate independently with good use of initiative, and to work effectively in a small team of staff. You and your team will provide care and support as required. You and your team will support individuals' safety, security and emotional well-being, whilst also supporting people to identify and achieve positive outcomes to their individual goals. You will complete all relevant reports as appropriate whilst observing the rules of confidentiality.

Staff must carry out their duties with regard to Windmill's ethos and philosophy, Windmill's Policies & Procedures and National Policy & Procedures, National Legislation, Social Policy New Directions and its Interim Standards. Windmill provides a Social and Human Rights-based model of practice, the Therapeutic, Person-Centred Relationship being the theory which underpins our work providing supports to people.

What the successful candidate must have:

- A level 5 qualification in healthcare.
- Experience in working with people with intellectual disabilities/challenging behaviour/mental health issues
- Knowledge of disability related issues
- Understanding of rights-based service provision
- Maturity, confidence, and an ability to take appropriate responsibility
- Good communication and interpersonal skills
- A good capacity to be flexible and be able to work as part of a team
- Good ability able to remain calm under pressure
- A genuine interest in supporting the rights and needs of individuals who access the service
- Good health such as would indicate a reasonable prospect of ability to render regular and efficient service.
- A Full Clean Driver's Licence is essential

As well as the essential criteria as outlined above, applicants must possess the following

- A flexible attitude to work and a willingness to respond to the changing needs of service provision/supports
- The ability to work within a wider continuum of service delivery/provision
- Capacity to ensure the organisational policies and procedures and support the needs-led nature of the practice in Windmill

Overall purpose of the role

Your principal duties and responsibilities are:

- To support and enable persons to meet their day to day support of daily living, including personal care, physical and mobility requirements, intimate care, health and wellbeing needs. To work as part of a team and on own initiative to support the social participation and inclusion of those who access the service.

- The promotion of safety, security, emotional and general well-being for those that access the service.
- To report concerns for the safety and welfare of Individuals who access the Service in line with the Trust in Care Policy and Safeguarding and Protection of vulnerable adults Policy.
- To cover transportation Escort duties /Driver whenever required.
- To support individuals who access the Service to live a valued life by listening and responding to needs.
- Working with staff and Individuals who access the Service to establish relationships that are respectful and protect individuals' rights and dignity.
- To contribute to the delivery of quality person centred services in line with Windmill's ethos, philosophy, and policies and in line with New Directions, social Policy for Day service supporting persons with Intellectual disability. .
- To report any area of concern to senior staff in a timely manner.
- To have a flexible approach to the work in response to organisational change, development and review of best practice.
- To identify needs with senior staff and participate in training opportunities appropriate to the role.
- To be vigilant to any health, safety and welfare risks in the workplace and bring any concerns to the attention of management, the health and safety representative or Safeguarding Officer as appropriate.
- To participate in the efficient flow of information within Windmill by sharing and seeking information as appropriate and completing relevant reports.
- To undertake other duties as may be requested by senior staff.
- To undertake your work in a manner that is friendly, flexible, and observes professional boundaries.

Salary

Commencing at €15.99 per hour

The successful candidates will only be appointed after successful completion of Garda vetting and reference checks.

The successful candidate will be required to provide satisfactory references, satisfactorily complete Garda Vetting/Overseas Policy Vetting.

If you believe you have the necessary enthusiasm, drive and commitment and have the skills required for this role, please contact Marie at Windmill Therapeutic Training Unit CLG at:

marieoconnor[@windmilltherapeutic.com](mailto:marieoconnor@windmilltherapeutic.com)

or on 053 91 22358

Note: This list is not exhaustive and will evolve in line with the ongoing changes in individual needs and the development of the Service.