

<b>Job Title</b>	Community Worker – Migrant Health
<b>Closing Date</b>	April 10 <sup>th</sup> 5pm
<b>Taking up Appointment</b>	A start date will be indicated at job offer stage.
<b>Location of Post</b>	Old Library Building, St. Mary's Road, Cork City
<b>Organisation</b>	Nasc, the Migrant and Refugee Rights Centre
<b>Organisational Area</b>	Cork City and County
<b>Details of Service</b>	<ul style="list-style-type: none"> <li>❑ Working primarily with International Protection Applicants, but also Refugees and migrants.</li> <li>❑ The area covered is Cork City and County.</li> </ul>
<b>Reporting Relationship</b>	<ul style="list-style-type: none"> <li>❑ Designated officer</li> </ul>
<b>Purpose of the Post</b>	<ul style="list-style-type: none"> <li>❑ To provide information to International Protection Applicants, Refugees, and Migrants to support their access to healthcare.</li> <li>❑ To enable and facilitate local communities and groups to work in an integrative way with new communities in the area with a particular focus on International Protection Applicants, Refugees, and migrants.</li> <li>❑ This job description indicates the main functions and responsibilities of the post and is subject to review and amendment in light of changing circumstances and may include other duties and responsibilities as may be determined from time-to-time by the designated Line Manager.</li> </ul>
<b>Principal Duties and Responsibilities</b>	<ul style="list-style-type: none"> <li>➤ To provide information to International Protection Applicants, Refugees, and Migrants to support their access to healthcare and existing support networks.</li> <li>➤ To operate outreach clinics in direct provisions centres and other settings as appropriate.</li> <li>➤ To develop work in line with the implementation of the White Paper on Ending Direct Provision recommendations and intercultural health strategy in</li> </ul>

conjunction with colleagues in the community and voluntary sector.

- To provide group information sessions to International Protection Applicants, Refugees and Migrants
- Network with locally based representative/support groups and locally based services e.g. other IPA, Refugee and Migrant Support Groups, Family Resource Centres, Community Development Projects to ensure the needs of International Protection Applicants, Refugees, and Migrants are being supported and to minimise duplication.
- Pro-actively identify the needs of International Protection Applicants, Refugees, and Migrants and collaborate with stakeholders (internally and externally) to develop culturally appropriate community development responses.
- To encourage International Protection Applicants, Refugees, and Migrants to play an active part in the development and operation of community and voluntary services in the community.
- To provide information and training to health professionals and those working in the community and voluntary sector in order to enhance intercultural working on the ground.
- To organise health and wellbeing activities for International Protection Applicants, Refugees, and Migrants.
- Ensure Service User Feedback Mechanisms are culturally appropriate and accessible.
- Ensure continuous monitoring, evaluation and review of all work programmes.
- To undertake relevant training to support the role when required.

**The above Job Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.**

<p><b>Eligibility Criteria</b></p> <p><b>Qualifications and/ or experience</b></p>	<p>a) A recognised 3<sup>rd</sup> Level Qualification in Youth &amp; Community Work, Social Work, Social Science, or an equivalent qualification</p> <p style="text-align: center;">and</p> <p>b) Have a minimum of 2 years experience of working with Community Groups or Organisations</p> <p style="text-align: center;">or</p> <p>c) Have a minimum of 2 years' experience in working with Ethnic Minority Communities and in particular International Protection Applicants and Refugees</p> <p><b>Health</b> A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.</p> <p><b>Character</b> Each candidate for and any person holding the office must be of good character.</p> <p><b>Age</b> Age restrictions shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age.</p> <p>Eligibility criteria should promote the principles of equality of opportunity, inclusiveness and diversity.</p>
<p><b>Post Specific Requirements, additional qualifications and/or experience required</b></p>	<ul style="list-style-type: none"> <li>❑ Have an understanding of the health and social care needs of International Protection Applicants, Refugees, and Migrants.</li> <li>❑ Have experience in working with ethnic minority communities and in particular refugees and International Protection Applicants.</li> <li>❑ An understanding of the International Protection Applicants /Refugees Processes in Ireland.</li> <li>❑ Understand and have a knowledge of HSE services in Cork &amp; Kerry.</li> <li>❑ An ability to work on own initiative and problem solve effectively.</li> </ul>

<b>Skills, competencies and/or knowledge</b>	<p><u>Professional Knowledge &amp; Experience</u></p> <ul style="list-style-type: none"> <li>• Demonstrable understanding of/experience in health needs of International protection applicants, Refugees, Migrants and ethnic minority groups in Ireland.</li> <li>• Demonstrate an understanding of social determinants of health approach to work</li> <li>• Demonstrate knowledge of the HSE and Primary Care Services</li> <li>• Demonstrate an understanding of social determinants of health approach to work</li> <li>• Demonstrate knowledge of the White paper on ending Direct Provision.</li> <li>• Demonstrate sufficient professional knowledge to carry out the duties and responsibilities of the role.</li> <li>• Demonstrate the ability the ability to facilitate and manage groups.</li> <li>• Demonstrate knowledge of the NGO Sector</li> <li>• Demonstrate knowledge of community development and anti-oppressive work</li> <li>• Demonstrable experience of partnership working</li> </ul> <p><u>Language skills:</u> French or Arabic language competencies an advantage.</p> <p><u>Teams Skills</u></p> <ul style="list-style-type: none"> <li>• Demonstrate ability to work as part of a team or on one's own initiative</li> <li>• Demonstrate the ability to empathise with and treat others with dignity and respect.</li> <li>• Demonstrate flexibility and openness to change.</li> </ul> <p><u>Analytical Skills</u></p> <ul style="list-style-type: none"> <li>• Demonstrate the ability to evaluate information and make effective decisions especially with regard to service user wellbeing.</li> </ul> <p><u>Planning and Organising Resources</u></p> <ul style="list-style-type: none"> <li>• Demonstrate ability to plan, organise and deliver services in an efficient, effective and resourceful manner, within a model of patient centred care and value for money</li> <li>• Demonstrate ability to manage deadlines and effectively prioritise workloads</li> <li>• Demonstrate a commitment to assuring high standards and strive for a user centred service.</li> <li>• Demonstrate initiative and innovation in identifying areas for service improvement.</li> </ul>

	<p><u>Communication &amp; Interpersonal Skills</u></p> <ul style="list-style-type: none"> <li>• Display effective interpersonal and communication (verbal and written) skills.</li> <li>• Demonstrate ability to utilise supervision effectively.</li> <li>• Demonstrate commitment to continuing professional development.</li> <li>• Demonstrate experience of developing and working in a variety of partnerships and networks</li> <li>• Demonstrate the ability to present information in a clear and concise manner.</li> <li>• Demonstrate ability to write reports efficiently.</li> <li>• Demonstrate an excellent ability to maintain professional boundaries and maintain confidentiality.</li> </ul> <p><u>IT Literacy</u></p> <ul style="list-style-type: none"> <li>• The candidate must be proficient in the use of Microsoft word, excel, PowerPoint and Outlook.</li> <li>• Demonstrate a willingness to develop IT skills relevant to the role.</li> </ul>
<p><b>Other requirements specific to the post</b></p>	<p>Own car, full clean driving licence  The post will require some evening and weekend work.  This post primarily involves being on the ground, doing face-to-face work with people.</p>
<p><b>Shortlisting</b></p>	<p>A ranking and or shortlisting exercise may be carried out based on information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore, it is very important that you think about your experience in light of those requirements.</p> <p><u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</u></p>



**Terms and Conditions of Employment**  
**Title of Post: Community Worker – Migrant Health**

<b>Tenure</b>	<ul style="list-style-type: none"><li>• The current vacancy is on a Full time (37.5 hr) one-year fixed term contract.</li><li>• The contract may be continued subject to funding.</li></ul>
<b>Remuneration</b>	The salary for this post is €44,875 WTE
<b>Working Week</b>	The standard working week applying to the post is: 37.5 hours
<b>Annual Leave</b>	24 days
<b>Probation</b>	There is a probationary period of 6 months for this post.
<b>Protection of Persons Reporting Child Abuse Act 1998</b>	As this post is one of those designated under the Protection of Persons Reporting Child Abuse Act 1998, appointment to this post appoints one as a designated officer in accordance with Section 2 of the Act. You will remain a designated officer for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive information on your responsibilities under the Act on appointment.

**Additional information:**

Please include at least 2 references from employers as part of your application, one being your current or most recent employer. Please ensure that the referees you provide are from a professional perspective. previous employers.

Please indicate on your application if you wish us to contact you prior to contacting your referees.

Any offer of employment will be contingent on the applicant providing documentation verifying that they have permission to work in Ireland.

Following completion of the recruitment and selection process, the candidate deemed suitable for appointment will be offered the position subject to him/her satisfying the full requirements of the role including Garda Vetting.