



DUN LAOGHAIRE RATHDOWN OUTREACH PROJECT

JOB DESCRIPTION

Job Title	Substance Use Case Worker/Groupwork facilitator
Reporting To	Team Leader
Salary	Social Care Worker Salary Scale (March, 2025) with increases aligned to WRC agreements in 2026

Job Purpose

Working as part of a small team providing assessment, support and planned interventions on a one-to-one and group basis to encourage people who use substances to explore their substance use and to increase and fulfil their potential through addressing their social, emotional, educational and health needs, and through developing effective life skills. Building professional trusting relationships with individual participants, treating them with dignity and respect and working at all times in line with the values of DROPP.

Responsibilities

- To carry a case load, providing one-to-one case working support, care plan development and group facilitation to participants during day time and possibly some evening hours
- To undertake initial and comprehensive assessments with participants in line with organisational procedures and the NDRIC framework leading to the development of service user care plans.
- To work with participants in identifying goals and to encourage them to explore their potential, positively reinforce achievements and address any obstacles which may hinder their personal, social, emotional, educational and health needs.
- To work with other agencies and encourage their engagement in referral pathways, interagency care plans and case management processes.
- To review participant care plans on a regular basis which may necessitate additional referrals, care plans goals or interagency meetings to address arising issues.
- To advocate for participant needs and to attend interagency case meetings and conferences.
- To record and keep accurate, up-to-date records, including participant files, case notes, assessment forms, care plans and intervention records.
- To monitor and track participant trends and issues to contribute to service development and local profiles.
- To design, develop and implement individual and group work programmes/activities that assist participants to develop recovery focused and life skills
- To participate in and to communicate effectively in team and clinical meetings, participant reviews, programme planning, service reviews, project evaluation and development meetings.
- To work within the parameters of the organisation's Mission Statement, Values and Policies
- To raise awareness of and to promote the work of the project through networking and liaising with relevant agencies and individuals.
- To commit to a continuous professional development of motivational approaches and effective interventions.
- To attend identified and appropriate professional training.
- To work effectively on one's own initiative as well as part effectively as part of a team in accordance with the organisational structures and procedures.

- To attend and participate in appraisals, line management and supervision processes as required, and to use this opportunity to reflect upon professional practice, to request and receive support and guidance, and to identify strengths, weaknesses and training needs.
- To identify and maintain professional boundaries through supervision, team meetings and on-going communication with the Team Leader, CEO and work colleagues, to remain conscious of one's own limitations and capacity to respond to participants needs as they arise.
- To participate in the opening, locking up and security of the premises in accordance with guidelines.
- To work within and adhere to the organisation's policies, procedures and good practice guidelines.
- To maintain a professional stance without advertising personal views, opinions or beliefs.
- To undertake any other duties, as may be reasonably assigned by the project manager from time to time.

Pre- requisites for position

Essential

- Third level qualification in the area of substance use / addiction or related social & human Sciences field
- Minimum of 2 years' experience working with people affected by substance misuse and addiction in a case working capacity (excluding placement or voluntary work). Experience in undertaking assessments, developing care plans, interagency working within a case management framework
- Be an experienced group facilitator
- Trained in Community Reinforcement Approach

Desirable

- Relevant training and / or work experience in relapse prevention and other evidence-based approaches
- Training in Choice Based Theory / CBT
- Experience of working with abstinence-based recovery groups
- An understanding of evidence-based recovery models and best practice in substance use treatment
- Experience utilising eCASS CRM/ HRB Link System

Competencies

- The ability to be self-motivating and a self-starter
- Have excellent written, verbal and IT communication skills
- The ability to work with participants professionally and with empathy
- The ability to work within professional boundaries
- The ability to work as part of a team and on own initiative
- The ability to be reflective and think critically and support and engage in improvement of services
- Good administration, organisational and time management skills
- Be a motivated individual with lots of initiative who will bring real commitment and passion to the work

Benefits to working with the organisation

DROP is an equal opportunities employer where our people are at the heart of everything we do. We value diversity and pride ourselves on our inclusive culture. We offer the opportunity to grow, to broaden and develop skills and expertise which contribute to the overall success of the organisation in addition to the following benefits:

- 25 days annual leave
- Additional leave:
 - Length of service day
 - Company days
 - Good Friday
- Learning & development support
- Bike to work scheme
- TaxSaver Commuter Ticket Scheme
- Provision of Clinical Supervision
- Employee Christmas Saving Scheme
- PRSA / My Future Fund Pension facilitation