



<b>Overview of the organisation.</b>	<p>The Men's Development Network (MDN) is an Irish non-profit organisation headquartered in Waterford City with a key focus on being leaders in promoting change and equality within society. It fulfils this objective by engaging men and boys on their health, wellbeing, gender equality and ending gender-based violence.</p> <p>The organisation promotes and encourages the development of healthy masculinity, fostering environments where men can thrive and flourish. MDN strives to empower men to take control of their lives and make positive choices through various programs, initiatives, and community-based projects.</p>
<b>Job Title</b>	Client Support Worker (Outreach)
<b>Reference Code:</b>	MAL202406CSW
<b>Overview of the role:</b>	<p>Responding to referrals from the Male Advice Line and other services, the role of a client support worker is to provide practical on-the-ground assistance, building resilience and capacity among the men they engage with.</p> <p>This remote, wraparound service involves case management, crisis intervention (including individual risk assessment and safety planning) and signposting to suitable supports.</p>
<b>Applications via:</b>	<p>Please forward via email to <a href="mailto:recruitment@mensnetwork.ie">recruitment@mensnetwork.ie</a>:</p> <ol style="list-style-type: none"><li>1. CV (no more than two pages).</li><li>2. Cover Letter outlining your motivation and suitability for the role based on core competencies.</li></ol> <p>Please ensure the job reference code is included in the email subject line.</p>
<b>Opening date for Applications:</b>	Thursday 20/06/24
<b>Closing Date for Applications:</b>	Thursday 18/07/24 at 17:00
<b>Contact for enquiries:</b>	<a href="mailto:joyce@mensnetwork.ie">joyce@mensnetwork.ie</a>
<b>Location of role:</b>	<p>North-West of Ireland; Donegal, Leitrim and Sligo.</p> <p>This is a hybrid role which frequent requires travel*.</p>
<b>Reporting to:</b>	Deputy Director of Services





<b>Duties and responsibilities:</b>	<p>a) To work with the Deputy Director of Services, Director of Services, and in partnership with the CEO, to coordinate the client support Programme.</p> <p>b) To deliver on the aims, objectives and agreed areas of work outlined in the programme plan.</p> <p>c) In line with the Project Plan, the successful candidate will manage the relevant resources and oversee the facilitation and development of all aspects of the programmes.</p> <p>d) To collaborate with the Lead, CEO and Director of Services regarding evaluation, learning and policy development from the work of MDN.</p>
<b>Essential Skills and Qualifications:</b>	<p>a) The candidate should have a mature, non-judgemental, confident, and caring manner. The ability to interact well with people from a wide range of backgrounds, together with good problem solving, and very good communication skills.</p> <p>b) The candidate should also have strong project management skills and experience in project rollout and crisis management and implementation.</p> <p>c) An understanding of and experience of community development practice is essential.</p> <p>d) An ability to use project management tools and experience working on start-up projects would be desirable.</p> <p>e) An understanding of the domestic violence sector and a knowledge of the key concerns of the sector vis-à-vis safety planning and crisis intervention</p> <p>f) A self-starter with an ability to work without supervision and excellent proficiency in the use of information technology and experience of Microsoft office</p>
<b>Education:</b>	<p>Each candidate must:</p> <p>(a) Have obtained a relevant primary degree (social care, counselling/psychotherapy, social sciences or other relevant qualifications).</p> <p>or</p> <p>(b) Have had at least five years' previous service in the social care and client supports or community development settings.</p>
<b>Desired Experience:</b>	<p>a) Domestic Violence and Case management experience preferred.</p> <p>b) Excellent crisis intervention and case management skills.</p>





<b>General Responsibilities:</b>	<p>At the direction of and in collaboration with the Director of Services, the Case Worker carries the responsibility for providing case management services to victims of domestic violence. This includes, but is not limited to the following:</p> <ul style="list-style-type: none"><li>a) Provide a safe, non-judgmental, and empowering environment to clients and staff</li><li>b) Provide individual case management, safety planning, crisis intervention, and sign posting services for clients</li><li>c) Work collaboratively with agency staff and community agencies to facilitate the delivery of services. Provide domestic violence information and referrals to outside agencies as needed.</li><li>d) Programme development including working on special projects to benefit clients, the programme, and the organisation, assessing the need for additional client resources and services, and submitting ideas for programme improvements to the Director of Services.</li></ul>
<b>Specific Duties:</b>	<ul style="list-style-type: none"><li>a) Provide the following direct services: respond to referrals from our Male Advice Line and other services. Properly provide, information/referrals and signposting. Provide on going information and advocacy to assigned clients. Support clients in achieving their goals in accordance with programme guidelines and organisation policy.</li><li>b) To advocate for service users in meetings if required with other agencies, ensuring all relevant information is shared to obtain the best possible safety-focused outcomes for service users. Such as:<ul style="list-style-type: none"><li>1. Housing services</li><li>2. Court accompaniment</li><li>3. Medical support</li><li>4. Employment and Education support</li><li>5. Legal support</li></ul></li><li>c) To assess the level; of risk posed and complete an individual safety plan with client to minimise the risk of further harm to them and/or their children.</li><li>d) Where safeguarding concerns are identified, to respond appropriately by supporting the child and their family and forwarding the information formally to the Male Advice Line Helpline Supervisor for referral to Tusla the Child and Family Agency.</li><li>e) Maintain client files on CRM according to agency documentation policy/procedure. Clearly document hotline calls, intakes, exits, incidents, and observations.</li><li>f) Attend and actively participate in staff meetings, supervision, and trainings as directed.</li></ul>





<b>Other requirements of the role:</b>	<ol style="list-style-type: none"><li>1. To promote the organization and its services through promotional work and networking, which will require the support worker to drive to various agencies throughout their region</li><li>2. Further travel will be required from time to time outside of the support workers region to attend meetings and conferences. Travel expenses for work are covered*.</li><li>3. A full clean driver's licence and access to a vehicle will be required.</li></ol> <p style="text-align: right;">*Full details are available upon request</p>
<b>Terms &amp; Conditions of Employment:</b>	<p>Hours of contract are 17.5 per week, for an initial 12 month contract. Contracts will be reviewed at the end of the 12 months. Some evening work/weekend may be necessary. Terms &amp; Conditions of Employment apply as directed by MDN Regulations.</p>
<b>Salary Scale:</b>	€31,110 - €43,403 (pro rata).
<b>Benefits:</b>	<ul style="list-style-type: none"><li>• Paid expenses and subsistence when travel is required.</li><li>• A subsidised health plan that supports your healthcare needs.</li><li>• Continued professional development (CPD) provided.</li><li>• Internal personal and group supervision provided.</li></ul>
<b>Probation period:</b>	A probationary period of six (6) months will apply. This can be extended by the management at its sole discretion for up to a further three (3) months.
<b>Annual Leave:</b>	Annual leave for this role is 25 days (pro rata).
<b>Application Process:</b>	<p>Applications sent to <a href="mailto:recruitment@mensnetwork.ie">recruitment@mensnetwork.ie</a> will be processed.</p> <p>Shortlisted candidates will be invited by email to attend an interview via Teams video call.</p> <p>We endeavour to respond to all applicants, however some roles receive a high volume of applicants and we can't always guarantee each applicant will receive a response.</p> <p>Failure to comply with the application procedure will deem the application invalid. Job offer is subject to references.</p>





## Work Environment

- **Culture:** At the Men's Development Network, we pride ourselves on fostering a supportive and inclusive work culture. Our team is collaborative, welcoming, and committed to maintaining a positive and productive atmosphere.
- **Flexibility:** We offer flexible working hours to help you balance your personal and professional life. MDN understands that life happens, being able to take time to attend an appointment or collect a child from school will help employee wellbeing.
- **Support:** Regular check-in sessions with line managers ensure that you have the support you need to thrive in your role. We believe in open communication and are always here to listen and help.
- **Employee Wellbeing:** Your wellbeing is a top priority for us. We have in-person wellbeing/team-building events throughout the year. We conduct monthly wellbeing sessions that focus on the company values, mental and physical health. Additionally, we have bi-weekly online watercooler drop-in chats where you can connect informally with colleagues and share your thoughts.

## Equal Opportunity Statement:

The Men's Development Network CLG is committed to a policy of equal opportunities in employment. It recognises that Irish society, particular groups and individuals are discriminated against and denied equality of opportunity. Management aims to create an environment in which equal opportunity is promoted as a means of developing the full potential of everyone involved in the organisation.

The Men's Development Network CLG is committed to promoting a good and harmonious working environment where every employee is treated with respect and dignity, and in which no employee feels threatened or intimidated.

The policy of equal opportunity ensures that any decisions relating to recruitment and selection, pay, terms and conditions, career progression, training and development are made on the basis of ability, qualifications and suitability for the work

\*This is an extract from our equal opportunities policy, a full copy of the policy may be made available upon request.

