

Team Leader

Job Title:	Team Leader
Reports to:	Service Manager
Job Location:	Galway City
Contract Details:	3-year Fixed Term Contract, 37 hours per week
Salary Details:	HSE Social Care Leader 01/02/2022 salary scale €48,691 - €56,862
Job Purpose:	The successful candidate will be responsible for the day-to-day operations and key working case management of the Homeless Services provided by Galway Simon Community throughout Galway City & Surrounds. They will take an active role in service development, lead and motivate a team of staff and volunteers to ensure that services are safe, align with best practice and are responsive to the needs of clients.
Main duties & Responsibilities:	<p>The Team Leader will:</p> <ul style="list-style-type: none"> ▪ Have responsibility for the daily operational management of the Homeless Prevention Services in Galway City, delivered by Galway Simon Community, ensuring they operate in line with best practice & the National Quality Standards Framework for Homeless Services. ▪ Contribute to the ongoing development of Homeless Prevention Services in Galway City & surrounds. ▪ Provide leadership and motivation, promoting a culture of professionalism, accountability and ongoing learning. ▪ Ensure the service provides high quality, safe, flexible, effective supports for clients that supports them to achieve their goals. <p>Key Working Case Management</p> <ul style="list-style-type: none"> ▪ Conduct comprehensive needs assessments, develop care plans and co-ordinate work with the clients, in conjunction with the staff team and other agencies to facilitate the client achieving their goals. ▪ Oversee work with clients to resettle them into appropriate accommodation and provide and co-ordinate supports to ensure they can maintain housing in the long term. ▪ To foster positive relationships with external agencies in order to maximise the supports and resources available to clients, to help them address the issues that have brought them to homeless services. ▪ To maintain client file compliance in line with best practice and the National Quality Standards Framework for Homeless Services. ▪ Ensure the service referral process is transparent, client focused and efficient and ensure clients are fully aware of their rights and their responsibilities. ▪ To analyse situations where clients may be at risk to themselves or others, record all plans and initiatives to manage and reduce identified risk.

Service Development

- Contribute to the development of service systems and staffing to best meet the needs of those accessing our services.
- Supervise staff in the actioning of support plans, supporting them to identify and actively work to overcome any barriers to achieving client goals.
- Ensure the service achieves the targets set out in relation to the performance indicators and standards for the Service.
- Participate in the development and review of policies and procedures ensuring they are in line with best practice.

Administration

- Exercise appropriate control over expenditure to ensure budget adherence, providing and reviewing clear guidelines for staff.
- To maintain all service administration requirements in a timely and effective manner.
- Set individual staff, clear objectives and performance targets and regularly monitor their performance against these targets, including regular supervision and appraisals of staff and volunteers.
- Operate disciplinary and performance procedures when necessary.
- To manage the effective and efficient operation of the service rosters, ensuring services are adequately staffed at all times, (understanding that Galway Simon services run on a 7-day basis and the post holder, may on occasion, be required to provide cover.
- Ensure effective communication through a range of means with staff, clients and other stakeholders.
- Participate in the On-Call system.

Health and Safety

- Ensure that fire procedures and health and safety requirements are understood by staff and volunteers and implemented in line with legislation.
- Ensure that all organisational health & safety checks are carried out systematically in the services.
- Act as Deputy Fire Warden and First Aid Responder as required.
- Ensure a safe, healthy and secure environment for all employees, clients and visitors within the service.
- To conduct all activities in a manner which is safe and work in accordance with Health and Safety guidelines.
- Liaise as appropriate in respect of the management and maintenance requirements of the services, meeting agreed response targets.

Other

- To represent Galway Simon Community at meetings, conferences, seminars and other events.
- To maintain confidentiality on all matters relating to clients, ex-clients and general Galway Simon Community business.
- To adhere to all Galway Simon Community current Policies and Procedures.

	<ul style="list-style-type: none"> ▪ To take responsibility for promoting and maintaining good relations with local people and businesses, promoting a positive image of the Galway Simon Community at all times. ▪ Any other duties as may be from time to time requested by management. <p>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 position which may be assigned to them by management from time to time and to contribute to the development of the position while in office.</p>
<p>Person specification:</p>	<p>Essential:</p> <ul style="list-style-type: none"> ▪ A minimum of 2 years’ experience working in a similar role within a social care setting. ▪ Degree in social care or a related discipline and have already or commit to registering with CORU as a Social Care Worker before end of the grandparenting registration period. ▪ Must have previous experience of working effectively within a team environment, ideally in a leadership position. ▪ Excellent administrative, advocacy, and reporting experience. ▪ Full clean drivers’ licence & access to a car for work. <p>Desirable</p> <ul style="list-style-type: none"> ▪ Excellent understanding of Homelessness and related issues. ▪ Experience of contributing to the review and development of services within a social care/housing setting. ▪ Previous experience managing budgets. ▪ Previous management experience ▪ Communications and media relations experience ▪ Knowledge of the social welfare systems as it relates to housing support and familiarity with relevant legislation and policy in social housing. ▪ Experience of working with people who experience homelessness, poor mental-health, addictions or similar. ▪ Candidates must be extremely motivated, highly organised and have an ability to delegate effectively.
<p>To apply:</p>	<p>All applicants should submit a CV and Cover letter to jobs@galwaysimon.ie, by 5pm on closing date 23rd February 2024.</p> <p>A detailed job description can be obtained from www.galwaysimon.ie</p> <p>If you have any questions in relation to this position please contact the HR department via email jobs@galwaysimon.ie</p>
<p>Galway Simon Community is an equal opportunities employer and welcomes applications from all sections of the community.</p>	