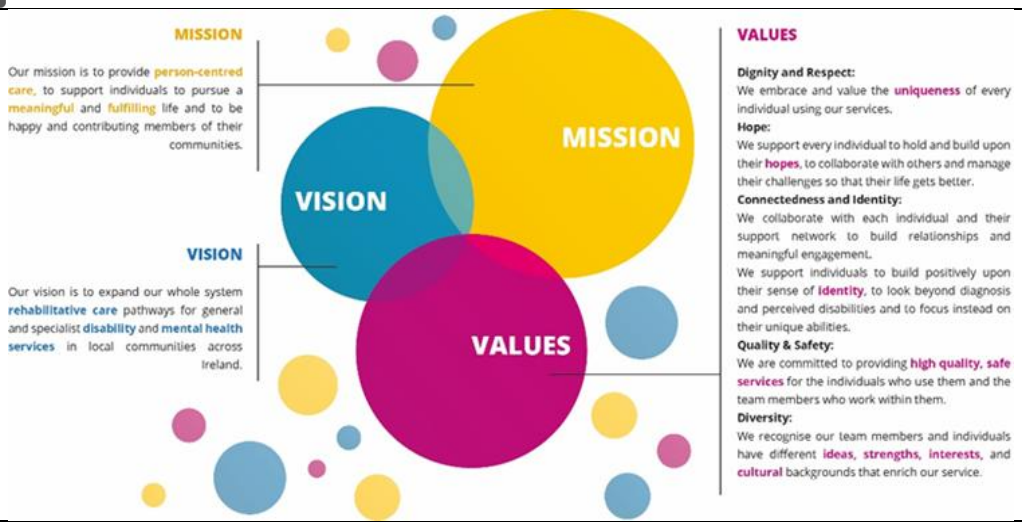
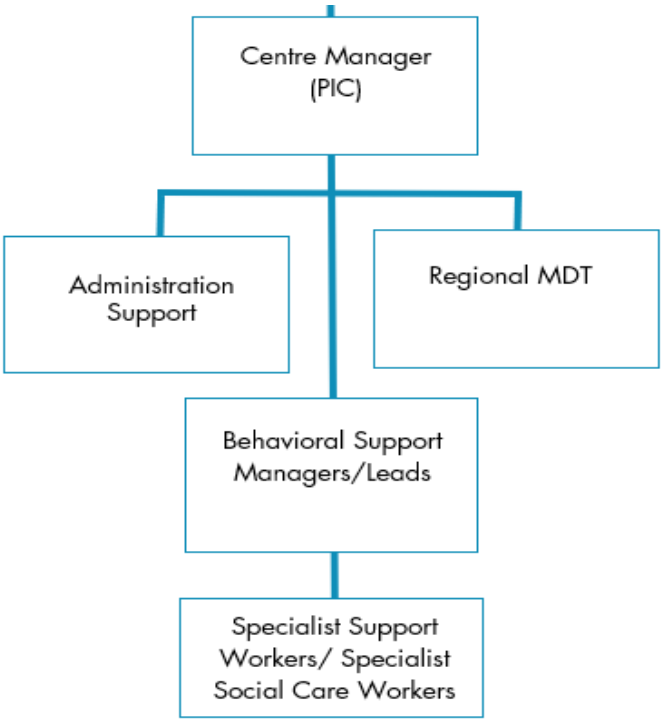
Job Description	Specialist Support Worker
Introduction to Nua Healthcare Services	Nua Healthcare Services (Nua) is Ireland's leading private residential care provider for persons with intellectual disabilities and mental health issues. Established in 2004, Nua offers Residential, Supported Living, Day, and Community Outreach Services to Children and Adults with a range of complex Intellectual Disability and Mental Health support requirements. At Nua, we are proud to offer high standards of service and care, and we are also proud of our facilities, which combine modern living with beautiful outdoor environments. Our team bring a wealth of experience in supporting individuals with a range of diagnosis, associated, and sometimes complex needs: ▪ Autism Spectrum Disorder ▪ Attention Deficit Hyperactive Disorder (ADHD) ▪ Acquired Brain Injury ▪ Challenging Behaviour ▪ Intellectual Disabilities ▪ Mental Health Rehabilitation and Recovery ▪ Personality Disorders Nua is committed to promoting and maintaining a workplace environment that celebrates diversity & inclusion. We pride ourselves on being a workplace that respects and values every team member. Nua is culturally aware and is committed to equality. We recognise the existence of, and object to, discrimination in all its forms. We lead by example and take responsibility for creating a better workplace for everyone. We encourage our team members to pursue their careers with us in the knowledge that, regardless of age, gender, sexual orientation, civil status, religion, disability, or ethnicity, each team member is equal and entitled to the same opportunities and benefits as their peer, so their hard work and personal commitment ultimately leads them to better their lives and the lives of their families. All employees are required to know and to live our Mission, Vision, and Values.

Mission, Vision and Values	
Key Responsibilities	• Live our Mission, Vision and Values. • To co-operate with your employer and to comply with your responsibilities under the Health Act 2007, The Mental Health Act 2001 and Mental Health Amendment Act 2018, the Safety Health and Welfare at Work Act 2005 and all associated standards, regulations, and codes of practice in so far as is reasonable and practicable. • To ensure PP's and or ICP's are up to date and that services are being always delivered to the highest possible quality and safety standards. • To be familiar with and to adhere to the local safety statement (risk assessments and standard operating procedures) always. • To be familiar with and to adhere to all company policies and procedures. • To use company IT systems as instructed and to never share your passwords with another or do anything likely to result in the unutilised disclosure of company and or personal data as defined under the General Data Protects Regulations (GDPR). • To report any concerns for the safety of our service users and residents to your line manager and or other manager within Nua for appropriate address in-line with company policy. • To act responsibly, at all-times, and to co-operate with our regulators in the very best interests of our service and the people who use them. • To maintain the highest level of infection control standards as directed by company policy and national best practice guidance in the utmost interests for the Safety, Health and welfare for yourself, your colleagues, our service users and The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder will be required to perform other duties as appropriate to the post.
Reporting & Key Relationships	• All centres are managed by a full-time Centre Manger. Within ID services these are called Persons in Charge (PIC). All managers will have relevant qualifications, knowledge, and experience consistent to the service type they are responsible for, and they will be supported by a Deputy or in some instances Deputies. • All frontline team members are assigned work through the management structure and report directly into the role immediately above their position.

	• In some services frontline workers may be required to work alongside other specialist staff team members such as and as for example, nurses. In these instance frontline workers are required to work cooperatively with their specialist co-worker and take task specific direction to facilitate and enable high quality and safe services for the people we care for and support.
Department Specific Structure	Note: Nua Healthcare Services reserves the right to amend or change its organisational structures, as required and at any time, to meet the needs of the services it delivers. 
Authority Levels	▪ To report any matters of concern in terms of quality and safety to your line manager and or another trusted manager should you feel comfortable in so doing.
Other Requirement	▪ Excellent interpersonal and communication skills with ability to adapt to new environments. ▪ Enthusiastic, proactive self-motivator who can provide holistic supports of the highest quality. ▪ Knowledge, understanding and familiarity with IT Packages. ▪ Outstanding interpersonal and communication skills with the ability to adapt to new environments. ▪ Excellent problem solving and decision-making skills under pressure, ability to work on your own initiative. ▪ Ability to set high personal standards of performance and delivery of desired results.
Competencies / Skills	▪ Excellent overall demeanour. ▪ An ability to empathise with and understand the needs of others.

	▪ A strong desire to be ones best. ▪ Strong leadership and people management skills. ▪ Excellent organisational skills / self-motivated / self-starter. ▪ Excellent verbal, written communication, and IT skills. ▪ Willingness to work as part of a multi-departmental team. ▪ Willingness to learn. ▪ Dedicated, reliability and flexible approach to work.		
Essential Criteria	▪ Minimum 2 years' experience in residential social care. ▪ Extensive knowledge and understanding HIQA standards and regulations ▪		
Additional Info	The Specialist Support Worker provides enhanced frontline support to Individuals with high-level, complex support needs who may require an increased level of clinical, behavioural, therapeutic, or multidisciplinary input. The role is designed to support Individuals whose needs require a more structured, skilled, and consistent approach to daily care, risk management, emotional regulation, behavioural support, communication, and community participation. The post holder will work as part of the centre-based team, under the direction of the Centre Manager / Person in Charge, Behavioural Specialist/Leads, Specialist Social Care Worker and relevant members of the Regional MDT, to ensure that each Individual receives safe, person-centred, rights-based, and clinically informed support. This includes supporting the implementation of Personal Plans, Individual Care Plans, Positive Behaviour Support Plans, safeguarding plans, risk assessments, and other agreed clinical or therapeutic recommendations.		
Post Holder: (Print Name)			
Post Holder: (Signature)		**Date:**	
Line Manager: (Print Name)			
Line Manager: (Signature)		**Date:**	