



Expressions of Interest are invited for a secondment as a Social Worker (Assistant Principal or equivalent) in Department of Children, Equality, Disability, Integration and Youth

TO ALL PERSONNEL OFFICERS/HR MANAGERS

Expressions of interest are sought for a Social Worker (Assistant Principal or equivalent) for secondment to the Department of Children, Equality, Disability, Integration and Youth.

The secondment will be for a 1-year period initially, with a possible extension of 1 year.

The closing date for receipt of applications is **27th January 2023**

Introduction

The Department of Children, Equality, Disability, Integration and Youth (DCEDIY) deals with policy and service developments which aim to enhance the lives of children, young people, adults, families and communities, recognising diversity and promoting equality of opportunity. A key area of service delivery which has recently come under the Department's remit, is that of provision of accommodation and ancillary services to international protection applicants (asylum seekers) as part of the wider existing policy of direct provision.

The Department has been tasked by Government to develop a new model of service provision in this area based on a not for profit model with a focus on adopting a humanitarian approach to meeting the needs of applicants. Minister for Children, Equality, Disability, Integration and Youth, Roderic O'Gorman TD, published a white paper on implementation of the new model in February 2021 and the target date for delivery of the new model to replace direct provision is set for end 2024. In the interim period the International Protection Accommodation Service, which operates as a unit within this Department, is tasked with implementing a series of reforms to the existing model to address shortcomings identified by recent focus groups and ensure Ireland is fully meeting its obligations under the reception conditions directive.

A key component of these reforms has been the introduction of vulnerability assessments for all new applicants arriving in the State since February 2021 on a pilot basis. The assessment process is designed to identify particularly categories of



vulnerability across a range of categories including, physical and mental health related issues, victims of torture, physical psychological, or sexual violence etc.¹

A new Resident Welfare Team, has been established and is tasked with the carrying out of vulnerability assessments, and also encompasses overall case management of residents and families of residents with complex needs. The Resident Welfare Team, is a multi-disciplinary team which is currently led by a general service Assistant Principal Officer and comprises subject matter experts seconded from Tusla, the Department of Education, the Tusla Education Support Service and the HSE as well as a number of support officers at HEO, EO and CO grade. Based on learning from the first 4 months of the vulnerability assessment pilot, IPAS has identified a need for the addition of a number of social worker posts to support the Resident Welfare Team and the new vulnerability assessment process.

Duties & responsibilities:

- Provide guidance and support to a newly established IPAS Resident Welfare Team working in a sensitive and complex area of work.
- Provide specific support, information and advice to IPAS customers and staff in the context of the pilot vulnerability assessment process
- Signpost and/or make referrals, as appropriate, to other services.
- Inform Unit goals.
- Assist in the development and provision of specific training to staff as required.
- Carry out functions required by line management and set by the Head of Unit as your senior line manager.

Essential

Candidates must, on or before **27th January 2023**:

- Have a professional social work qualification and registration with CORU;

¹ An indicative list of the categories of vulnerability to be assessed can be found under Article 21 of the [Reception Conditions Directive \(Recast\) 2013](#) and Regulation 2(5) of the [European Union \(Reception Conditions\) Regulations, 2018](#)



- Have proven experience of service delivery in a professional social work setting.
- Demonstrate a commitment to and promotion of continuous professional development;
- Have excellent interpersonal, communication, organisational and team working skills and an ability to work in spirit of co-operation with staff in all grades.
- Take account of any broader issues and related implications when making decisions;
- Put forward solutions to address problems;
- Present information clearly, concisely and confidently when speaking and in writing;
- Have the ability to work under pressure and to deadlines;
- Have a proven record of methodical and accurate work; and
- High degree of motivation and a commitment to high quality output and service; and;

Desirable

Experience in the following areas:

- Child Protection
- Victims of Trauma/PTSD
- Working with migrants and migrant NGOs
- Working with a variety of State Agencies and local authorities with regard to referrals for services (e.g. HSE, CYPSCs, Community Welfare Officers)
- Supporting community support groups

Eligibility

Qualified candidates must, on **27th January 2023**.

- Be already serving in the civil/public service as a Social Worker (Assistant Principal or equivalent);
- Have satisfactorily completed probation in their current grade;
- Have obtained a rating of “Satisfactory” in their 2021 Performance Review;

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- Be suitable from the point of view of health, with particular reference to the relevant sick leave circular/policies;
- Possess the necessary experience, skills and competencies required to perform the role.

On secondment, the successful candidate will retain the terms and conditions of their existing grade. It will be necessary to certify that the candidate has worked well in his or her present post, has been satisfactory in general conduct and in respect of sick leave prior to the candidate being offered a position.

Conditions of Assignment

- The role is full-time and will be for a period of 1 year initially, with a possible extension of 1 year;
- The secondment arrangement will be reviewed after three months to ensure that it is meeting the expectations of both parties;
- In the event of an officer's service not being satisfactory the secondment arrangement will cease, and the officer will return to his or her parent Department/organisation;
- While on secondment an officer will continue to have access to promotion opportunities in his/her parent organisation;
- While on secondment an officer will not be eligible to compete in internal promotion competitions which are restricted to staff of the Department of Children, Equality, Disability, Integration and Youth;
- At the end of the period of secondment, the officer will return to his or her parent Department/organisation or another employer in the Public/Civil Service, in accordance with the redeployment arrangements applying at that time;

Application Process

Applicants should submit a C.V. including a cover letter, highlighting relevant experience and setting out their reasons for considering themselves suitable for the role, by email to Hannah McHugh HR Unit, Department of Children, Equality, Disability, Integration and Youth at recruitment@equality.gov.ie by close of business on 27th January 2023 2022. Applications received after the closing date will not be considered.

Selection Process

When the closing date has passed, the Department will undertake a selection process. This may include an initial shortlisting of applications to ascertain the applicants who best meet the requirements of the advertised position. Applicant(s) may then be invited

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to a meeting (within Public Health guidelines) to discuss and explore their skills and potential to meet the requirements of the advertised position.

Location

Please note that this post is based in Dublin.