

## **Cork Simon Community Social Integration and Participation Project**

Cork Simon Community's Social Integration and Participation Service is an essential part of Cork Simon's holistic supports package for people who are homeless and exiting homelessness in Cork City. We work with people who have been through major life challenges and trauma, supporting them to overcome barriers to education, work and exclusion. The service provides a sustainable route out of homelessness and empowers people to return to work and live in local communities.

Support, which is trauma informed, is delivered using an empowerment model and a strength's-based approach. People are offered individually tailored supports to access or re-enter education and training, take up personal development opportunities and build independent living skills. The service offers job coaching supports, job search and interview skills. People are supported to access work experience and employment opportunities through a network of employers in Cork City and County. Once on placement or in employment, the person and the employers are supported during the settling-in period. These suite of supports aim to help people build self-confidence and resilience, and overcome complex life challenges, equipping people to move out of homelessness and maintain permanent and sustainable independent or supported housing.

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## **Role Profile**

### **Common Points for all Roles**

Specific role profiles have been developed for each role in Cork Simon Community which outline the objective, key tasks, performance indicators and skills required. Cork Simon Community requires that any person who wishes to work, in any capacity, within the Community should also know and observe Cork Simon's values and practice including:

- Attend and be punctual when scheduled for attendance
- Be flexible in providing cover in other community projects or departments when needed
- Attend and participate in training
- Attend and participate in team and Community meetings
- Understand and observe health and safety standards and practices
- Maintain good self-care and manage your time well
- Adhere to boundaries, respect confidentiality etc.
- Maintain professional and ethical standards of practice
- Be empathetic when dealing with people in personal crisis
- Encourage Community members to participate in the Community
- Understand the empowerment model and implement it
- Understand the Housing First model
- Participate in the development and implementation of best practice community policy, practices and procedures
- Promote equal opportunity policies

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**Job Title:** Social Integration Outreach Support Worker

**Details of service:** We provide relief for people experiencing homelessness or who are at risk of homelessness. We provide a range of housing, accommodation, shelter, aftercare, training, youth work and a range of other supports for people. We campaign with the aim of ending homelessness for people and in society. We provide services in Ireland, in the South West and South East regions. Activities include advice, advocacy, information, education, training, provision of accommodation/housing to those in need, relief of poverty, research/evaluation, volunteering and volunteer development, welfare, youth development.

**Job Location:** Cork city and county

**Reporting to:** Team Leader of Social Integration and Participation

**Purpose of the post:** We aim to maintain the focused operations of our Education, Training and Employment service, to assertively engage specifically with those among the homeless population who are most marginalised (a history of offending, ongoing addiction issues etc). This project will divert the target group towards engagement in a suite of education, training, and employment interventions including literacy support; referral, liaison and support in engagement with further education and training colleges; employee skills training (e.g. manual handling; health and safety; HACCP; Safe Pass; etc.); therapy and learning based programmes; career coaching and guidance.

**Duties and Responsibilities:**

- Assertively engage with those among homeless population who are identified as belonging to the most marginalised demographic, as defined above.
- Liaise with other agencies involved in the provision of homeless services and working with the target cohort to identify those most in need of intervention and engage with them to identify the most appropriate education, training, or employment pathway.
- Develop, coordinate and oversee education opportunities, work related training programmes, work placements and employment opportunities. Facilitate access to these by residents and tenants of Cork Simon Community, and others within the homeless population in Cork.

- Regular network meetings with key stakeholders in homeless and adjacent services to promote collaborative working and provide a single point of contact for referral of this cohort into education, training, and employment.
- Conduct assessments, including risk assessments, and registrations at the point of referral.
- Support the individual to move away from problematic behaviour towards a life in recovery/out of homelessness.
- Support and develop an individual learning plan with each individual to help them set achievable goals in their personal development plans.
- Implement and facilitate access to education, training and employment related opportunities and report accordingly in form of case management notes.
- Provide information and facilitate access to external services and stakeholders through the form of networking, open days, recruitment days etc.
- Facilitate pathways to appropriate support services.
- Work as a member of the Social Integration and Participation team in delivering programmes and assist in devising new programmes as required.
- Participate in all activities and initiatives developed by the project.
- Develop and perform outreach services in external projects/services as required or deemed appropriate
- Work collaboratively with all stakeholders to ensure a continuum of care for our learners.
- Keep clear, concise and comprehensive records of work undertaken including writing monthly and annual reports.
- Maintain and submit statistics and activity data in timely manner as requested.
- Monitor and evaluate effectiveness of programmes and outcomes for individuals and groups.
- Participate in the development of new initiatives.
- Demonstrate creative thinking and problem solving skills.
- Participate in supervision with line manager and attend team meetings regularly.
- Participate in the operations of the organisation.
- Practice in accordance with Cork Simon's values, policies and procedures

**Skills, competencies, and knowledge:**

- A good general knowledge of Homeless Services, Desistance Processes, Criminal Justice System, Community based Addiction Services, Department of Social Protection Programmes, Community and Voluntary Groups, Semi-state and other agencies, including probation funded services providing support and/or training and educational services for marginalised groups, the Irish employment market and training & education opportunities
- Demonstrate a sense of mission in favour of our work and the people we work with, together with knowledge of the needs and challenges people face.
- Demonstrate a personal awareness and responsibility to self-care to ensure capability to do the work and be a consistent presence for the people we work with.
- Demonstrate an ability to maintain personal and professional boundaries, and a commitment to continuing professional development and engagement in the supervision process.
- Demonstrate effective interpersonal and communication skills, and the ability to work effectively and confidently both as part of a team and independently, under supervision.
- Demonstrate flexibility and an ability to manage deadlines and effectively handle multiple tasks.
- Demonstrate proficiency in MS Word, Excel, Outlook, etc and IT skills in general.

**Other requirements specific to the post:**

- A recognised third level practice qualification (minimum Level 8 on the NFQ) in one of the following: Education/ Community Development/ Social Care/ Social Work/ Youth Work/ or similar
- A minimum of 3 years experience of working with the Target Group or similar groups
- Full clean driving license with access to own vehicle (preferable)
- Garda vetting is required for the position.
- The role is primarily based in our training facility in Cork City but travel will be required.
- Have experience working with people who have been imprisoned and/or people with addiction, trauma and/or poor mental health in their life.
- Have excellent communication skills, competent in both networking and advocacy, and be a team player,
- Have experience/ qualifications in youth work, social care or equivalent, and have training in child protection, suicide intervention and trauma sensitivity.

**Supervisor:** Team Leader of Social Integration and Participation

*Note: The Role Profile may change in line with the job requirements.*

**ADDITIONAL INFORMATION**

<b>Employer</b>	Cork Simon Community
<b>Job Title</b>	Social Integration Outreach Support Worker
<b>Contract</b>	1-year fixed term contract. The contact might be extended pending future funding.
<b>Location</b>	Currently based in St Paul's Avenue, Cork City but the location is subject to change.
<b>Number of hours/days per week</b>	35 hours per week, Monday to Friday 9am – 5pm.
<b>Breaks</b>	Daily break(s) of 60 minutes (unpaid) in total
<b>Salary</b>	€39,896 per annum
<b>Annual Leave</b>	5 weeks annual leave per annum
<b>Closing date for receipt of application forms</b>	Wednesday, 7 <sup>th</sup> January 2026 at 12 noon
<b>Interviews</b>	W/C 12 <sup>th</sup> January 2026