Candidate Campaign Information Pack

Social Care Leader (community)- Kildare North Dublin West and Dublin South City.

Dear Candidate,

Thank you for your interest in the post of – Social Care Leader (community) Kildare North Dublin West and Dublin South City.

This Candidate Pack includes the following information:

- Full and detailed Job Specification and important dates to note.
- Recruitment Process detail and important dates to note.
- Candidate General Declaration

Please ensure that you read this Campaign Information Pack in detail and that you fully understand the process. Candidate Information Pack - Recruitment Process

For any informal enquiries regarding the position and job specification please contact:
KN/DW: Anita Nolan- anita.nolan@tusla.ie / 087 7085518.
DSC: Sean Woods- sean.woods@tusla.ie / 086 0202496. OR Nicole Byrne- nicole.byrne2@tusla.ie / 086 0279507.

Should you have any specific queries in relation to the recruitment process please contact the Tusla Recruitment team via: recruitDML@tusla.ie or **Tusla Recruit Campaign Manager:** Aimee Power- aimee.power@tusla.ie / 087 6034820.

Kind Regards,
Tusla Recruitment Team

An Ghníomhaireacht um Leanaí agus an Teaghlach
Child and Family Agency

Job Specification

Job Title, Grade and Grade Code	Social Care Leader (Community)- Kildare North Dublin West and Dublin South City. Grade Code: 3030
Campaign Reference Approval Code	TRDML20261584, TRDML20251089 and TRDML20261530.
Applications considered Via	Tusla Recruit Portal only
Opening date for Applications	Thursday 5th November 2026.
Closing Date for Applications	12 noon, Monday 23rd November 2026.
Proposed Interview date(s)	December / January. - *may be subject to change based on volume of candidates and availability of Service resources.*
Contact for Informal Enquiries	**KN/DW: Anita Nolan- anita.nolan@tusla.ie / 087 7085518.** **DSC: Sean Woods- sean.woods@tusla.ie / 086 0202496. OR Nicole Byrne- nicole.byrne2@tusla.ie / 086 0279507.** *Making an **informal enquiry** gives you the opportunity to ask questions about the campaign and job specification. This informal enquiry contact is available only for the duration of the application process.*
Location of Post	The current vacancies are in Cherry Orchard, Ballyfermot, Dublin 10 and Lord Edward Street Dublin 2. However, the initial assignment will be confirmed upon appointment. Panels will be created from which permanent and specified purpose vacancies of full or part time duration will be filled in Kildare North / Dublin West and Dublin South City. The future vacancies may arise across Tusla Region of DML / Network of Kildare North / Dublin West and Dublin South City. For Tusla Regions & Networks please check the following link: https://www.tusla.ie/get-in-touch/local-area-offices/
Details of Service	The Child and Family Agency was established on 1st January 2014 and is responsible for a range of statutory functions including provision of child protection, alternative care, specified regulatory services and a range of family support services. The Agency has commenced a

	major improvement programme with significant focus on Practice, Culture and Structure. The Agency currently has responsibility for a budget of circa €1.2billion and delivers its services through over 5,500 people in 259 locations across the Country. The Child and Family Agency has responsibility for the following range of services: • Child Protection and Welfare • Parenting, Family Support and Early Help Services • Alternative Care • Birth Information & Tracing and Adoption • Tusla Education Support Services (TESS) • Children's Service Regulation • Counselling and Therapeutic Supports Further information is available on www.tusla.ie
Purpose of Role	Under the guidance of the Line Manager, to ensure that the therapeutic philosophy, policies and procedures of the Community Service are implemented.
Reporting Relationship	The post holder will report to the designated Manager.
Duties and Responsibilities	**Main Duties and Responsibilities** **Working with Children/Young People/Families/Carers** • To support the implementation of Tusla's Prevention, Partnership and Family Support; Child Protection and Welfare; and Alternative Care Strategies. • Promote a culture where young people are treated with dignity and respect, promoting a culture of unconditional positive regard at all times. • Promote physical, emotional, social, cultural, ethnic, spiritual and religious welfare of each service user. • Advocate on behalf of the service user. • Compliance with relevant Tusla policies. • Attend court as required. • To identify the needs and strengths of Children/Young People/Families/Carers and to work in partnership with them, their families and other practitioners to meets their needs, realise their rights and achieve desired outcomes. • To promote and support the implementation of the Meitheal National Early Intervention Practice Model including undertaking the role of Lead Practitioner. • Participate in the completion of preliminary screening and assessments, safety planning as required under Children's First in line with Standard Business Processes, this should be done in consultation with the relevant line manager. • Support the completion and implementation of Child plans such as, Children in Care Plans; Child Protection and Welfare Plans; Social Work led Safety Plan; Meitheal Support Plans; Single Agency Family Support Plans. • Support the implementation of creative community alternatives to care. • To work at an individual, group and community level with children in conjunction with local statutory and voluntary partner agencies. • To support children and young people in alternative care and promote reunification or permanency planning as appropriate.

	• Liaise with accommodation, welfare, education and training resources to source appropriate service for service users. • To promote the participation of children and young people in decision making on issues that affect their lives at both individual and collective levels. • To work directly with children to prevent or mitigate adverse childhood experiences and to capitalise on strengths and build resilience. • The Social Care Leader may also have additional supervisory duties of Social Care Workers or Family Support Practitioners and others that may be required • To undertake, supervise and support access visits to children in care with their parents and extended family and access visits arranged on court orders **Administration & Accountability** • To undertake, supervise and support access visits to children in care with their parents and extended family and access visits arranged on court orders. To keep such records and submit such reports as are required from time to time. • Participate in and provide information on current levels of need and provision to inform the Area Commissioning planning process. • To be familiar with emergency procedures and to know who to contact in an emergency. • Ensure Child protection procedures are followed in accordance with the responsibilities of a designated officer. • To keep abreast of current legislation and current professional child care knowledge. • To implement the Child and Family Agency's procedures and policies. • To undertake ongoing professional training and development. • To attend regular supervision with the designated Manager. • To perform any other duties that may be assigned from time to time. **Teamwork & Leadership** • Participate in working within a team centred consistent approach. • Working with other professionals and external stakeholders. • Work as part of a team and assist and support colleagues in implementing practice models. • Supervise Social Care students as appropriate/required. **Training & Professional Development** • Delivery of training both internal and external. • To perform such other duties as appropriate to the office as may be assigned from time to time by the designated manager. **Health & Safety** • Comply with and contribute to the development of policies, procedures, guidelines and safe professional practice and adhere to relevant legislation, regulations and standards. • Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the service for example National Standards for Child Protection and Care and comply with associated Tusla – Child and Family Agency protocols for implementing and maintaining these standards as appropriate to the role. • To support, promote and actively participate in sustainable energy, water and waste

	initiatives to create a more sustainable, low carbon and efficient health service. **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 post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.**
Eligibility Criteria Qualifications and / or Experience	**Applicants must by the closing date of application have the following:** • **Be registered in the Social Care Worker Register maintained by the Social Care Workers Registration Board maintained at CORU (or have entitlement to be registered and obtain registration prior to appointment). Proof of CORU application will be required.** **And** • **Maintain live annual registration on the Social Care Workers Register maintained by the Social Care Workers Registration Board at CORU.** **AND** • **Must have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office.** **AND** • **Have a minimum of three years' post qualification experience of working in a Children & Families Service or other relevant environment with a similarly challenging client group.** **Health** A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. **Character** Each candidate for and any person holding the office must be of good character.
Skills, competencies and/or knowledge	**Tusla Leadership Competency Framework** The **Tusla Leadership Competency Framework** describes the behaviours that are key to Tusla colleagues being effective in the execution of their role at all levels within the Agency. The competencies and associated behavioural descriptors, capture the transversal knowledge, skills, abilities and other characteristics that will enable colleagues, regardless of role or rank, to be effective in their work. The Tusla Leader Framework relevant for this role is Leading Others Please access this Leading Others link to fully familiarise yourself with the impact of this **Leading Others** proficiency for Tusla. **The Competency of Professional Knowledge is specifically linked to the duties, responsibilities and criteria for this role.**

Other requirements of the role	• The post holder will require access to appropriate transport as the post may involve travel. • Have awareness of children and young people's participatory practice
Application Process **Campaign Specific Selection Process** **Shortlisting / Interview**	The online application system has a time out facility, this is in order to protect the privacy of the user. This time out facility activates if the application has been 'dormant' for over 60 minutes. Any work not saved will be lost if the system times out due to lack of activity. As such please ensure to save your application as you work on it, any lost data cannot be recovered. It might be an idea for candidates to work on their applications outside of the system and copy and paste their answers into the online application forms once they are fully complete and submit then. Once your application is fully submitted you will receive a confirmation email to your profile. If you do not receive this email, your application HAS NOT been submitted and received and you should log back on to submit fully. AI generated content must not be used in your application. Tusla reserves the right to assess if content in applications is likely created by AI in part or in whole. Use of AI may result in disqualification and exclusion from the recruitment process. Short listing may be carried out on the basis of information supplied in your application. The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore, it is very important that you think about your experience in light of those requirements. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process. Those successful at the shortlisting stage of this process (where applied) will be called forward to interview. Please ensure that you read this Campaign Information Pack in detail and that you fully understand the process. Candidate Information Pack - Recruitment Process
Code of Practice	The Recruitment Service Child and Family Agency will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Code also specifies the responsibilities placed on candidates, facilities for feedback to applicants on matters relating to their application when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process and review in relation to allegations of a breach of the Code of Practice. Codes of practice are published by the CPSA and are available on www.cpsa.ie. Tusla Child and Family Agency is an Equal Opportunities Employer. Tusla Child and Family Agency recognises its responsibilities under the Data Protection Acts 2003 - 2018 and the Freedom of Information Act 2014
The Integrated Reform Programme is a significant initiative being undertaken by Tusla to improve the way in which	

we deliver our services to children and families.

Tusla has designed a consistent regional structure to ensure this equitable provision of services and as part of this design Tusla is moving from 17 areas to 30 networks. The initial assignment will be to Dublin Mid Leinster Region. It is important to note that this is an initial assignment and maybe subject to change in line with the Integrated reform process. The Integrated Reform Programme may also impact on duties of this role as structures change, and you will be notified of same as the programme progresses as appropriate to this role.

This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.

Tusla values individual's rights and freedoms in respect of privacy and fully complies with the requirements of the Data Protection Act 2018.

All roles within Tusla carry responsibility towards the protection of personal and sensitive data.

Tenure	The current vacancy available is permanent and whole time. The posts are pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration will be filled. The tenure of these posts will be indicated at "expression of interest" stage for each individual post. The purpose of this campaign is to fill immediate urgent vacancies and it is expected that panel placements will cease if expressions are not received within the appropriate processes. Appointment as an employee of the Child & Family Agency is governed by the Child and Family Agency Act, 2013 and the Public Service Management (Recruitment and Appointments) Act 2004.
Remuneration	The Salary scale for the whole time equivalent of this post is: **01/06/2026:** €57,484, €58,726, €59,968 €63,279, €64,563, €65,837, €67,130 LSIs (Long Service Increments) are represented by emboldened figures. 1st LSI is paid after 3 years on the max, the 2nd LSI after 3 years on LSI1, and the 3rd LSI after 3 years on the 2nd LSI (where applicable). The appointee shall commence on the first point of the salary scale. Incremental credit may be given on appointment for certain types of relevant experience- more information available in Appendix 5. Candidate Information Pack - Recruitment Process Candidates should note that entry will be at the minimum point of the scale and will not be

	subject to negotiation, and the rate of remuneration may be adjusted from time to time in line with Government pay policy. Different terms and conditions may apply if the appointee is currently a serving civil or public servant.
Working Week	The standard working week applying to the whole time equivalent of this post is: 39 hours.
Annual Leave	The annual leave associated with the whole time equivalent of this post is: 23 days: 0 - 5 years' service 24 days: 5 - 10 years' service 26 days: 10 years + service days per annum.
Superannuation	This is a pensionable position with Tusla. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment.
Probation	A probation period of 39 weeks, or proportion of same for fixed term /specified purpose contracts, where applicable shall apply from the commencement of employment, during which the contract may be terminated by either party in accordance with this contract. The probationary period may be extended at the discretion of management by a further 9 weeks or proportion of same for fixed term/specified purpose contracts, where applicable. Confirmation of appointment as a permanent member of staff is subject to the successful completion of the probationary period, for permanent contracts. Where you have already completed a probationary period with the Child and Family Agency, Health Service Executive, Local Authority, and there is no break in service, no period of probation applies.
Responsibilities under Children First National Guidance for the Protection and Welfare of Children (2017)	The safety and welfare of children and young people is a key priority for Tusla – Child and Family Agency. All employees of Tusla are required to be vigilant to any concerns regarding the protection and welfare of children and to bring them to the attention of the Tusla Designated Person in a timely manner, in keeping with the Tusla – Child and Family Agency Child Protection policies.
National Standards for Children and Family Services	Employees must have a working knowledge of HIQA Standards (https://www.hiqa.ie/areas-we-work/childrens-services) and / or the Adoption Authority of Ireland Standards as they apply to the role. All Employees must be aware of their responsibilities under Children First National Guidance for the Protection and Welfare of Children (2017)
Ethics in Public Office 1995 and 2001 **Positions remunerated at or above the minimum point of the Grade VIII salary scale**	Positions remunerated at or above the minimum point of the Grade VIII salary scale are designated positions under Section 18 of the Ethics in Public Office Act 1995. Any person appointed to a designated position must comply with the requirements of the Ethics in Public Office Acts 1995 and 2001 as outlined below. A) In accordance with Section 18 of the Ethics in Public Office Act 1995, a person holding such a post is required to prepare and furnish an annual statement of any interests which could materially influence the performance of the official functions of the post. This annual statement of interest should be submitted to the Chief Executive not later than 31st January in

NOTE **THIS SECTION REFERS TO POSTS AT €82,258 PLUS**	the following year. B) In addition to the annual statement, a person holding such a post is required, whenever they are performing a function as an employee of Tusla and have actual knowledge, or a connected person, has a material interest in a matter to which the function relates, provide at the time a statement of the facts of that interest. A person holding such a post should provide such statement to the Chief Executive. The function in question cannot be performed unless there are compelling reasons to do so and, if this is the case, those compelling reasons must be stated in writing and must be provided to the Chief Executive. C) A person holding such a post is required under the Ethics in Public Office Acts 1995 and 2001 to act in accordance with any guidelines or advice published or given by the Standards in Public Office Commission. Guidelines for public servants on compliance with the provisions of the Ethics in Public Office Acts 1995 and 2001 are available on the Standards Commission's website http://www.sipo.gov.ie/