



## **Candidate Campaign Information Pack Social Work Team Leader, Barnahus South**

Dear Candidate,

Thank you for your interest in the post of – **Social Work Team Leader, Barnahus South.**

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: Barnahus South Manager; Fiona Geraghty [fiona.geraghty@tusla.ie](mailto:fiona.geraghty@tusla.ie) / 087 9270473

Should you have any specific queries in relation to the recruitment process please contact the Tusla Recruitment team via: [RecruitCorpoNat@tusla.ie](mailto:RecruitCorpoNat@tusla.ie) or Tusla Recruit Campaign Manager: Alan Burns, [alan.burns@tusla.ie](mailto:alan.burns@tusla.ie) / 087 434 1974.

Kind Regards,  
Tusla Recruitment Team



An Ghníomhaireacht um  
Leanaí agus an Teaghlach  
Child and Family Agency

### Job Specification

<b>Job Title, Grade and Grade Code</b>	Social Work Team Leader, Barnahus South Grade Code: 3902
<b>Campaign Reference Approval Code</b>	TNCORP20261955
<b>Applications considered Via</b>	Tusla Recruit Portal only
<b>Opening date for Applications</b>	Thursday 25 <sup>th</sup> June 2026
<b>Closing Date for Applications</b>	12 noon, Monday 13 <sup>th</sup> July 2026
<b>Proposed Interview date(s)</b>	July/August 2026 <i>- may be subject to change based on volume of candidates and availability of Service resources.</i>
<b>Contact for Informal Enquiries</b>	Barnahus South Manager; Fiona Geraghty <a href="mailto:fiona.geraghty@tusla.ie">fiona.geraghty@tusla.ie</a> / 087 9270473  <i>Making an <b>informal enquiry</b> 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.</i>
<b>Location of Post</b>	The Barnahus South Office is based in Cork, remote locations will be considered within the region for successful candidate(s). Barnahus South covers Cork, Kerry, South Tipperary and Waterford.  However, the initial assignment will be confirmed upon appointment.  A panel will created from which permanent and specified purpose vacancies of full or part time duration will be filled.  For Tusla Regions & Networks please check the following link: <a href="https://www.tusla.ie/get-in-touch/local-area-offices/">https://www.tusla.ie/get-in-touch/local-area-offices/</a>
<b>Details of Service</b>	The Child and Family Agency was established on 1 <sup>st</sup> 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 in excess of €1.02billion and delivers its

	<p>services through circa 5,000 people in 350 locations across the Country.</p> <p>The Child and Family Agency has responsibility for the following range of services:</p> <ul style="list-style-type: none"> <li>• Child Protection and Welfare</li> <li>• Parenting, Family Support and Early Help Services</li> <li>• Alternative Care</li> <li>• Birth Information &amp; Tracing and Adoption</li> <li>• Tusla Education Support Services (TESS)</li> <li>• Children’s Service Regulation</li> <li>• Counselling and Therapeutic Supports</li> </ul> <p>Further information is available on <a href="http://www.tusla.ie">www.tusla.ie</a></p> <p><b>Barnahus</b></p> <p>Barnahus is a multi-disciplinary and interagency model responding to child sexual abuse(CSA) that is delivered in a child-friendly setting. The model offers forensic interviews for children up to 18 years that are carried out according to an evidence based protocol; medical evaluation for forensic investigative purposes as well as to ensure the child’s physical well-being and recovery; psychological support, and therapeutic services to the child and non-offending family members and caretakers; and assessment of protection needs of the child victim and siblings in the family (Promise Project 2015).</p> <p>Barnahus co-ordinates the interagency response to children and families based in each of the Tusla regions. Tusla is a member of the European Barnahus Network which supports the development and implementation of Quality Standards and best practice within Barnahus throughout Europe.</p>
<b>Purpose of Role</b>	<p>The purpose of the post is to manage the provision of a Barnahus Social Work service delivered across the Barnahus South Region and to support service development through best practice initiatives in accordance with national and European best practice.</p>
<b>Reporting Relationship</b>	<ul style="list-style-type: none"> <li>• The post holder’s professional reporting relationship will be to the Barnahus Manager through the professional line management structure.</li> <li>• S/he will also be responsible for the line management and supervision of Social Workers and Social Care staff on the team by taking a lead role in the development and co-ordination of joint specialist interviewing at Barnahus.</li> </ul>
<b>Duties and Responsibilities</b>	<p><b>Main Duties and Responsibilities</b></p> <p><b>Professional / Clinical</b></p> <p><b>The Social Worker Team Leader will:</b></p> <ul style="list-style-type: none"> <li>• Be responsible for the management of the day-to-day provision of the social work service in conjunction with the Barnahus Manager.</li> <li>• Take direct responsibility for implementation of the Barnahus model across the South of Ireland, particularly in relation to joint Specialist Interviewing, as part of a wider interagency team.</li> </ul>

- Provide therapeutic screening, assessment and intervention to children and families with post-traumatic needs in partnership with the rest of the Barnahus therapy team.
- Supervise Barnahus Social Workers.
- Support Child Protection Social Workers to deliver best practice to child victims of sexual abuse.
- Ensure the implementation of models of best practice / evidence-based practice, particularly the Barnahus Quality Standards and child youth participation.
- Ensure the delivery of social work services in accordance with legislation, policies and procedures, guidelines, and protocols.
- Complete specialist therapeutic training through National Therapeutic Framework for Barnahus. Undertake direct work with children and families through screening, assessment, of therapeutic needs as required
- Ensure the delivery of social work services, as part of a wider interagency team, in an integrated and multidisciplinary manner with a range of statutory and voluntary groups and organisations.
- Ensure the promotion of the social model of care and recognition of the social determinants of health and wellbeing.
- Ensure anti-discriminatory practice and cultural competence, at individual and service levels.
- Provide an appropriate level of supervision for staff consistent with good practice and the local / national supervision policy.
- Promote a culture that values diversity and respect in the workplace
- Participate in local , national and European working groups / committees / for and as requested by the Barnahus Manager.
- Chair, attend and manage a range of meetings including interagency referral and review meetings and caseload review as required.
- Participate and contribute to national working groups or European Forums as required through Tusla's participation with the Barnahus Network.
- Take direction from the Barnahus Manager.
- Take an active role in an appropriate level of planned professional supervision, in accordance with the local/national Supervision Policy
- Keep the Barnahus Manager fully informed and up to date on all significant matters.

### **Management**

#### **The Social Worker Team Leader will:**

- Provide leadership and motivation in order to optimise service delivery by developing teams and promoting change management across the Barnahus region.
- Be responsible for the probationary appraisal of staff and the completion of probationary appraisal reports as required. Make appropriate recommendations
- Regarding whether employees' standard of work during probation is satisfactory and whether appointments should be confirmed.
- Ensure compliance with and implement HR Policies and procedures and guidelines.
- Manage a budget as defined by the Barnahus Manager, if appropriate.
- Contribute to a range of reports including technical and financial reporting for the

European Barnahus Network, annual reports, performance indicators etc. as required.

- Contribute to the development and implementation of policy, information sharing protocols, audit systems and referral and standard operating procedures.
- Contribute to service plan RoadMap by recognising and replicating successful, interventions and by identifying unmet needs and service requirements into the future.
- Ensure a high standard of documentation, including service user files in accordance with local guidelines and the Freedom of Information (FOI) Act.
- Ensure the maintenance of service user and data confidentiality.
- Deputise for the Barnahus Manager as agreed when required.
- Assist in ensuring that the social work service makes the most efficient and effective use of developments in IT, particularly Tusla Caseload Management for Barnahus and the data collection systems.

### **Education and Training**

#### **The Social Worker Team leader will:**

- Maintain standards of practice and levels of professional knowledge by monitoring and reviewing the standards within their area of responsibility, participating in and organising continuous professional development initiatives and professional development planning.
- Keep updated on current and impending legislation and the perceived impact on practice.
- Keep abreast of developments in national policies and strategies and international best practice.
- Keep up to date with organisational developments within the Irish Health and Social Services, particularly in relation to HSE Sexual Assault Treatment Units, Child and Adolescent Sexual Assault Treatment Services, An Garda Síochána's Divisional Protective Services Units and therapy services for children.
- Actively engage in staff development and training by making recommendations with regard to the ongoing education, mentoring, training and in-service needs of Social Workers.
- Act as a resource by participating in and promoting the education and training of Social Work colleagues, other health professionals and service user groups including clinical audit and research.
- Foster an understanding of the role and contribution of social work by providing professional consultation and education to other members of the service.

### **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

	<p>protocols for implementing and maintaining these standards as appropriate to the role.</p> <ul style="list-style-type: none"> <li>• To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.</li> </ul> <p><b>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.</b></p>
<p><b>Eligibility Criteria Qualifications and / or Experience</b></p>	<p><b>Applicants must by the closing date of application have the following:</b></p> <ul style="list-style-type: none"> <li>• Be registered in the Social Workers Register maintained by the Social Workers Registration Board at CORU</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• Maintain live annual registration on the Social Workers Register maintained by the Social Workers Registration Board at CORU.</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• Have Three years relevant post qualification experience.</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• Must have the requisite knowledge and ability (including a high standard of suitability, professional and managerial ability) for the proper discharge of the duties of the office.</li> </ul> <p><b>Health</b> 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.</p> <p><b>Character</b> Each candidate for and any person holding the office must be of good character.</p>
<p><b>Skills, competencies and/or knowledge</b></p>	<p><u><a href="#">Tusla Leadership Competency Framework</a></u></p> <p>The <u><a href="#">Tusla Leadership Competency Framework</a></u> 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.</p> <p>The Tusla Leader Framework relevant for this role is <u><a href="#">Leading Others</a></u></p>

	<p>Please access this <a href="#">Leading Others</a> link to fully familiarise yourself with the impact of this <b>Leading Others</b> proficiency for Tusla.</p> <p><b>The Competency of Professional Knowledge is specifically linked to the duties, responsibilities and criteria for this role.</b></p>
<p><b>Other requirements of the role</b></p>	<ul style="list-style-type: none"> <li>• The post holder will require a current driving licence and access to appropriate transport as the post will involve travel.</li> <li>• Have awareness of children and young people’s participatory practice</li> </ul>
<p><b>Application Process</b></p> <p><b>Campaign Specific Selection Process</b></p> <p><b>Shortlisting / Interview</b></p>	<p>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.</p> <p>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.</p> <p>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.</p> <p>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</p> <p>Those successful at the shortlisting stage of this process (where applied) will be called forward to interview.</p>
<p><b>Code of Practice</b></p>	<p>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.</p> <p>Codes of practice are published by the CPSA and are available on <a href="http://www.cpsa.ie">www.cpsa.ie</a>. Tusla Child and Family Agency is an Equal Opportunities Employer.</p> <p>Tusla Child and Family Agency recognises its responsibilities under the Data Protection Acts 2003 - 2018 and the Freedom of Information Act 2014</p>

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 for Corporate/National. 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.

<p><b>Tenure</b></p>	<p>The current vacancy available is permanent and whole time.</p> <p>The posts are pensionable.</p> <p>A panel will 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.</p> <p>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.</p> <p>Appointment as an employee of the Child &amp; Family Agency is governed by the Child and Family Agency Act, 2013 and the Public Service Management (Recruitment and Appointments) Act 2004.</p>
<p><b>Remuneration</b></p>	<p>The Salary scale for the whole time equivalent of this post is:</p> <p><b>01/02/2026:</b> €71,690, €73,733, €75,780, €77,824, €79,868, €81,910, €82,693</p> <p>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).</p> <p>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. <a href="#">Candidate Information Pack - Recruitment Process</a></p>

	<p>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.</p> <p>Different terms and conditions may apply if the appointee is currently a serving civil or public servant.</p>
<b>Working Week</b>	The standard working week applying to the whole time equivalent of this post is: <b>35 hours.</b>
<b>Annual Leave</b>	The annual leave associated with the whole time equivalent of this post is <b>30 days</b> per annum.
<b>Superannuation</b>	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.
<b>Probation</b>	<p>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.</p> <p>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.</p>
<b>Responsibilities under Children First National Guidance for the Protection and Welfare of Children (2017)</b>	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.
<b>National Standards for Children and Family Services</b>	<p>Employees must have a working knowledge of HIQA Standards (<a href="https://www.hiqa.ie/areas-we-work/childrens-services">https://www.hiqa.ie/areas-we-work/childrens-services</a>) and / or the Adoption Authority of Ireland Standards as they apply to the role.</p> <p>All Employees must be aware of their responsibilities under Children First National Guidance for the Protection and Welfare of Children (2017)</p>
<p><b>Ethics in Public Office 1995 and 2001</b></p> <p><b>Positions remunerated at or above the minimum point of the Grade VIII salary scale</b></p> <p><b>NOTE</b></p>	<p>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.</p> <p>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</p>

<p><b>THIS SECTION REFERS TO POSTS AT €82,258 PLUS</b></p>	<p>Executive not later than 31<sup>st</sup> January in the following year.</p> <p>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.</p> <p>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 <a href="http://www.sipo.gov.ie/">http://www.sipo.gov.ie/</a></p>
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