

**Candidate Campaign Information Pack  
Social Work Team Lead Rolling Campaign – Southeast Region**

Dear Candidate,

Thank you for your interest in the post of – Social Work Team Lead Rolling Campaign – Southeast Region.

Networks Include:

- **DUBLIN SOUTHEAST**
- **WICKLOW**
- **CARLOW/KILKENNY**
- **WEXFORD**
- **WATERFORD/SOUTH KILKENNY**

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:

**Dublin South-East:** Michelle McNicholas [michelle.mcnicholas@tusla.ie](mailto:michelle.mcnicholas@tusla.ie) / 0871366844

**Wicklow:** Berni Smyth (Area Manager) [AM.WIC@tusla.ie](mailto:AM.WIC@tusla.ie) / 0871529441

**Carlow / Kilkenny:** Maria Lawlor - [Maria.Lawlor@tusla.ie](mailto:Maria.Lawlor@tusla.ie) / 087-7207617

**Wexford:** Greg Mullan [Greg.Mullan@tusla.ie](mailto:Greg.Mullan@tusla.ie) / 0876696977

**Waterford / South Kilkenny:** Laura O'Neill: [Laura.O'Neill@tusla.ie](mailto:Laura.O'Neill@tusla.ie) / 086 1833470

Should you have any specific queries in relation to the recruitment process please contact the Tusla Recruitment Team [RecruitSouthEast@tusla.ie](mailto:RecruitSouthEast@tusla.ie) or Tusla Recruit Campaign Manager: Etaoin Molloy- [etaoin.molloy@tusla.ie](mailto:etaoin.molloy@tusla.ie) / 087 2073060.

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 Lead Rolling Campaign – Southeast Grade Code: 3902
<b>Campaign Reference Approval Code</b>	SWTLRolling2026SE
<b>Applications considered Via</b>	Tusla Recruit Portal only
<b>Opening date for Applications</b>	Thursday the 8 <sup>th</sup> of January 2026
<b>Closing Date for Applications</b>	<p>You will note that there is no closing date stated for this campaign. This is to allow us to capture as many applicants as possible to fill these posts on an on-going basis.</p> <p>We may introduce intermediate ‘cut off’ dates in order to alert potential applicants that we will be drawing from the applicant pool to fill vacancies. Once we have a sufficient number of applicants we may introduce a final closing date.</p> <p>Interview dates will be communicated to eligible applicants if and when they are scheduled.</p>
<b>Proposed Interview date(s)</b>	Interviews will be arranged and prioritised for Regional Networks with immediate opportunities.
<b>Contact for Informal Enquiries</b>	DUBLIN SOUTH EAST -  WICKLOW -  CARLOW/KILKENNY - Maria Lawlor - <a href="mailto:Maria.Lawlor@tusla.ie">Maria.Lawlor@tusla.ie</a> /087-7207617  WEXFORD -  WATERFORD/SOUTH KILKENNY- Laura O Neill: <a href="mailto:Laura.O'Neill@tusla.ie">Laura.O'Neill@tusla.ie</a> / 086 1833470

	<p>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.</p>
<p><b>Location of Post</b></p>	<p>A panel will be formed to fill existing and future vacancies for the role of Social Work Team Lead by Regional Network Panels. However, the initial assignment will be confirmed upon appointment.</p> <p>As this campaign is to fill vacancies within individual Regional Networks within the Southeast Region, you will be required in your application questions to state the Regional Network of your preference.</p> <p>The Regional Networks are as follows for the Southeast Region:</p> <ul style="list-style-type: none"> <li>• DUBLIN SOUTHEAST</li> <li>• WICKLOW</li> <li>• CARLOW/KILKENNY</li> <li>• WEXFORD</li> <li>• WATERFORD/SOUTH KILKENNY</li> </ul> <p><b>Important Information: Please check the following map link to identify which Regional Network you would prefer to be employed in: <a href="#">Find My Network</a></b></p> <p><b>Individual panels may be created from which permanent and specified purpose vacancies of full or part time duration will be filled in the following Regional Networks of Southeast.</b></p> <p>The future vacancies may arise across Tusla Area/ Region of Southeast.</p>
<p><b>Details of Service</b></p>	<p>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.</p> <p>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.</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> </ul>

	<ul style="list-style-type: none"> <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>
<b>Purpose of Role</b>	<p>The purpose of the post is to manage the provision of a social work service within a multidisciplinary context and in so providing a person centred service to individuals and families in community settings.</p>
<b>Reporting Relationship</b>	<p>The post holder’s professional reporting relationship for clinical governance and clinical supervision will be to the Principal Social Worker through the professional line management structure.</p> <p>They will also be responsible for the line management and supervision of Social Workers and Social Care staff on the team.</p>
<b>Duties and Responsibilities</b>	<p><b>Main Duties and Responsibilities</b></p> <p><b><u>Professional / Clinical</u></b></p> <p>The Social Worker Team Leader will:</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 Principal Social Worker.</li> <li>• Take direct responsibility for a defined caseload as required / directed by the Principal Social Worker, in particular cases that require a high level of experience and expertise.</li> <li>• Manage/ provide an initial assessment service to relevant/ all care groups and to develop referral procedures with other social work networked services.</li> <li>• Ensure the implementation of models of best practice / evidence-based practice.</li> <li>• Ensure the delivery of social work services in accordance with legislation, policies and procedures, guidelines and protocols.</li> <li>• Ensure the delivery of social work services in an integrated and multidisciplinary manner with a range of statutory and voluntary groups and organisations.</li> <li>• Ensure the promotion of the social model of care and recognition of the social determinants of health and well-being.</li> <li>• Ensure anti-discriminatory practice and cultural competence, at individual and service levels.</li> <li>• Provide an appropriate level of supervision for staff consistent with good practice and the local/ national supervision policy.</li> <li>• Promote a culture that values diversity and respect in the workplace.</li> <li>• Participate in working groups / committees / fora as requested by the Principal Social Worker.</li> <li>• Chair, attend and manage a range of meetings including case conferences as required.</li> <li>• Attend court, tribunals etc. as and when required.</li> <li>• Seek the advice of relevant personnel when appropriate / as required.</li> <li>• Take direction from the Principal Social Worker.</li> <li>• Take an active role in an appropriate level of planned professional supervision, in accordance with the local/ national Supervision Policy.</li> <li>• Keep the Principal Social Worker fully informed and up to date on all significant</li> </ul>

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.
- 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 Principal Social Worker, if appropriate.
- Contribute to a range of reports including annual reports, performance indicators etc. as required.
- Contribute to the development and implementation of policy, information sharing protocols, audit systems and referral and integrated care pathways.
- Contribute to service plan process 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 Principal Social Worker as agreed when required.
- Assist in ensuring that the social work service makes the most efficient and effective use of developments in IT.

### **Education & 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.
- 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**

	<ul style="list-style-type: none"> <li>• Comply with and contribute to the development of policies, procedures, guidelines and safe professional practice and adhere to relevant legislation, regulations and standards.</li> <li>• 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.</li> <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><a href="#">Tusla Leadership Competency Framework</a></p> <p>The <a href="#">Tusla Leadership Competency Framework</a> 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 <a href="#">Leading Others</a></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 access to appropriate transport as the post may 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</p>

	<p>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>
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**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 regions 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.**

<p><b>Tenure</b></p>	<p>The current vacancies available are permanent/temporary and whole time/part-time. The posts are pensionable.</p> <p>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.</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: €71,690, €73,733, €75,780, €77,824, €79,868, €81,910, €82,693</b> 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.</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</b> hours.
<b>Annual Leave</b>	The annual leave associated with the whole time equivalent of this post is <b>30</b> days 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>	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.

	All Employees must be aware of their responsibilities under Children First National Guidance for the Protection and Welfare of Children (2017)
<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><b>THIS SECTION REFERS TO POSTS AT €82,258 PLUS</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 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>