



Social Worker, Team Leader (Children's Disability Network Team)
Oibrí Sóisialta, Ceann Foirne (Foireann Líonra um Míchumas Leanaí)
Integrated Health Areas of Dublin North County and Dublin North City & West
Job Specification & Terms and Conditions

Job Title and Grade	Social Worker, Team Leader (Children's Disability Network Team) Oibrí Sóisialta, Ceann Foirne (Foireann Líonra um Míchumas Leanaí) (Grade Code: 3902)
Remuneration	The salary scale for the post is (01/06/2026): €72,407 €74,470 €76,538 €78,602 €80,667 €82,729 €83,520 New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies.
Campaign Reference	DNE26179
Closing Date	Tuesday 6 th October 2026 at 12 noon
Proposed Interview Date (s)	Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances.
Taking up Appointment	A start date will be indicated at job offer stage.
Location of Post	Integrated Health Areas of Dublin North County and Dublin North City & West (Limistéir Shláinte Chomhtháite Chontae Bhaile Átha Cliath Thuaidh agus Chathair Bhaile Átha Cliath Thuaidh & Thiar) There is currently 1 specified purpose (12 Months) whole time vacancy available in Ashgrove House Navan Road Dublin 7. A panel may be formed for Social Worker, Team Leader (CDNT) from which current and future permanent and specified purpose vacancies of full time or part time duration may be filled within Community Services in Integrated Health Areas of Dublin North County and Dublin North City & West.
Informal Enquiries	We welcome enquiries about the role. For further information about the role contact: Contact Eve Wardick Children's Disability Network Manager at eve.wardick@hse.ie for further information about the role. Contact Nicola Hutchinson at nicola.hutchinson@hse.ie for enquiries relating to the recruitment process.
Details of Service	The HSE has created six new health regions. Each region is responsible for providing both hospital and community care for the people in that area. Bringing community health services and hospitals together means we can take a more patient-centred approach to healthcare. HSE Dublin North East provides health and social care to North Dublin, Louth, Meath, Monaghan and most areas of Cavan. Community Healthcare Services are delivered through the HSE and its funded agencies to people in local communities, as close as possible to people's homes. Community

	Healthcare Services focus on keeping you well so that you can continue to live at home or close to home through our health promotion, disease screening, diagnosis, treatment, and rehabilitation programs. You can refer yourself to most Community Healthcare Services or through your GP, public health nurse, community mental health team, etc. Services include - Primary Care, Social Care - Older Persons, Social Care – Disabilities, Mental Health, Health and Wellbeing, Quality, Safety and Service Improvement. HSE Dublin North East Region includes the following hospitals; • Beaumont Hospital • Cavan General Hospital • Connolly Hospital • Louth County Hospital • National Orthopaedic Hospital Cappagh • Monaghan General Hospital • Mater Misericordiae University Hospital • Our Ladys Hospital Navan • Our Lady of Lourdes Hospital • Rotunda Hospital The HSE Children's Disability Network Team (CDNT) for Finglas is an interdisciplinary team supporting children and young people aged 0 - 18 with complex needs arising from a disability. The team provides intervention and assessment services based on a family-centred approach in line with the Progressing Disability Services model. The CDNT works in partnership with statutory, voluntary and private providers delivering a wide range services to children and families. The CDNT Social Worker Team Leader is a core member of the interdisciplinary team, who working alongside other CDNT clinicians, plays a crucial role in promoting and delivering frontline health and social services. As part of the team the social worker team leader supports some of the most complex cases, often working with families who face challenges related to the physical, mental, and emotional well-being of their family members. Much of the work is deeply embedded in family systems, including collaboration with other services such as health, welfare, and education. The CDNT Social Worker Team Leader works with families to identify their internal strengths, as well as the resources within their extended families and communities. Families are empowered to achieve their goals to promote their overall wellbeing. The CDNT Social Worker Team Leader offers a holistic approach within the team which ensures that both the child and the broader family context are considered in promoting the safety, well-being, and development of children attending the service. They focus not only on the individual child but also on addressing the needs of the family as a whole, supporting them to navigate difficult circumstances and ensuring coordinated care across multiple systems. Through this collaborative and holistic approach, Social Workers aim to enhance the overall well-being of children with disabilities and their families, ensuring that they are supported in every aspect of their lives.
Reporting Relationship	• The Social Work Team Leader will have a reporting relationship to the Children's Disability Network Manager (CDNM) • The Social Work Team Leader will provide clinical supervision and support to the Social Workers on the CDNT in consultation with the CDNM • The social work Team leader will receive clinical supervision from the Interim Principal Social Worker, Children's Disability Network Teams
Key Working Relationships	The Social Work Team Leader will: • Work as part of the interdisciplinary CDNT • Support the CDNM in the development of the Children's Disability Network Service and the Social work service within this. • Engage in clinical supervision

	• Work with the Finglas CDNT Social Work Team to ensure consistency across the IHA. Collaborate with Therapy Managers in advising on the development of effective and evidence based interdisciplinary pathways for the CDNT
Purpose of the Post	The Social Work Team Leader will: • Promote the National Outcomes for Children and their Families so: ○ Children and young people ▪ Have a voice in matters that affect them. ▪ Enjoy the best possible health. ▪ Are safe. ▪ Have friends. ▪ Learn skills to be independent. ▪ Take part in home, school and community life. ○ Families ▪ Understand their child's/young person's needs ▪ are supported to ensure rights of the child are respected. ▪ Take part in community services. ▪ Look after, take care of and support their child/ young person. • Develop, manage and support the social work service within the CDNT and across the wider HSE /IHA service as required to ensure an equitable, standardised and person centred approach is provided. • To support the CDNM in the development of the Children's Disability Network Service. • To work with other social work colleagues and the interdisciplinary team in service delivery. • Carry a caseload and provide support to the most complex families attending the service. • Engage in group work and deliver training. • Have the responsibilities of a Mandated Person as outlined in the Child Care Act 2015
Principal Duties and Responsibilities	<i>The Social Worker Team Leader will:</i> <u>Professional / Clinical</u> • Deliver a quality service to service users ensuring professional standards are maintained in accordance with the requirements as set out by CORU https://coru.ie/files-education/swrb-standards-of-proficiency-for-social-workers.pdf • Ensure the delivery of social work services is in accordance with CORU's Code of Professional Conduct and Ethics for the Social Work profession, relevant legislation and HSE policies, procedures, guidelines and protocols. • Work in accordance with the principles and values of recovery as described in the National Framework for Recovery for Irish Mental Health Services 2018-2020. • Incorporate Social Work values and ethical principles in planning, developing, implementing and reviewing interventions. • Ensure the implementation of models of best practice / evidence based practice. • Be responsible for the management of the day-to-day provision of the social work service in conjunction with the Interim Principal Social Worker. • Take direct responsibility for a defined caseload as required / directed by the Interim Principal Social Worker, in particular cases that require a high level of experience and expertise. • Manage / provide an initial assessment service to mental health service users and their families / carers and develop referral procedures with other social work networked services. • Make it possible for service users to advocate for their own needs, or where appropriate advocate on behalf of service users. • Promote independence, self-reliance, self-determination and empowerment with persons in their environment, with families and local groups.

- Ensure the delivery of social work services 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 well-being.
- Ensure anti-discriminatory practice and cultural competence, at individual and service levels.
- Participate in working groups / committees / fora as agreed by the Interim Principal Social Worker.
- Chair, attend and manage a range of meetings including case conferences as required.
- Attend court, tribunals etc. as and when required.
- Keep the Interim Principal Social Worker fully informed and up-to date on all significant matters.

Education & Training

- 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.
- Manage, participate and play a role in the practice education of students.
- 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.
- Take an active role in professional clinical supervision and engage in reflective practice in accordance with CORU requirements and the local / national Supervision Policy.
- Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.

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.
- Document appropriately and report any near misses, hazards and accidents and bring them to the attention of designated individual(s) in line with best practice.
- Work in a safe manner with due care and attention to the safety of self and others.
- Be aware of risk management issues. Adequately identifies, assesses, manages and monitors risk within their area of responsibility.
- Comply with procedures with regard to assessment, recommendation and / or manufacturing of all assistive devices.
- Promote a culture that values diversity and respect.
- Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.

	• Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. Management • Provide leadership and motivation in optimising service delivery, 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 Interim Principal Social Worker. • 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. • Maintain a high standard of documentation, including service user files in accordance with local guidelines, the Freedom of Information (FOI) and GDPR Acts. • Ensure the maintenance of service user and data confidentiality. • Deputise for the Interim Principal Social Worker as required. • Assist in ensuring that the social work service makes the most efficient and effective use of developments in IT. The above Job Specification 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 them from time to time and to contribute to the development of the post while in office.
Eligibility Criteria Qualifications and/ or experience	1. Statutory Registration, Professional Qualifications, Experience, etc (a) Candidates for appointment must: (i) Be registered, or be eligible for registration, on the Social Workers Register maintained by the Social Workers Registration Board at CORU. AND (ii) Have 3 years full time (or an aggregate of 3 years full time) relevant post qualification experience. AND (iii) Have the requisite knowledge and ability (including a high standard of suitability, management and professional ability) for the proper discharge of the duties of the office. (iv) Provide proof of Statutory Registration on the Social Workers Register maintained by the Social Workers Registration Board at CORU <u>before a contract of employment can be issued.</u> 2. Annual registration (i) On appointment practitioners must maintain annual registration on the Social Workers Register maintained by the Social Workers Registration Board at CORU. AND

	(ii) Practitioners must confirm annual registration with CORU to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC). Health Candidates 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 Candidates for and any person holding the office must be of good character.
Post Specific Requirements	• Demonstrate depth and breadth of professional experience in providing social work services directly to the families of children and young people with complex disabilities. • Ability to work effectively within an interdisciplinary/multidisciplinary team setting (e.g., alongside speech and language therapists, occupational therapists, and psychologists) to support children with complex physical, sensory, intellectual, or autism spectrum profiles. • Demonstrate professional experience and clinical competence in identifying, managing, and reporting complex Child Protection and Welfare concerns within a disability context. • Experience in providing formal, structured clinical supervision, clinical mentoring, and proactive performance development to Senior Social Workers, or Staff Grade Social Workers, and/or social work university students
Other requirements specific to the post	Have access to appropriate transport to fulfil the requirements of the role. This post may involve travel.
Additional eligibility requirements:	Citizenship Requirements Eligible candidates must be: (i) EEA, Swiss, or British citizens OR (ii) Non-European Economic Area citizens with permission to reside and work in the State Read Appendix 2 of the Additional Campaign Information for further information on accepted Stamps for Non-EEA citizens resident in the State, including those with refugee status. To qualify candidates must be eligible by the closing date of the campaign.
Skills, competencies and/or knowledge	<i>The candidate must demonstrate</i> Professional Knowledge & Experience <i>For example:</i> • Demonstrate sufficient professional knowledge to carry out the duties and responsibilities of the role safely and effectively within the legal, ethical and practice boundaries of the profession. • Demonstrates knowledge of the various theoretical models, approaches and interventions that apply in current practice. • Demonstrates a commitment to promoting and applying evidence based practice and research. • Demonstrate a clear understanding of risk assessment. • Demonstrate the ability to utilise supervision effectively and a commitment to continuous professional development. • Demonstrate a willingness to engage with ICT and develop ICT skills relevant to the role.

	Planning and Managing Resources <i>For example:</i> • Demonstrates the ability to effectively plan activities and co-ordinate resources to ensure value for money and maximum benefit for the organisation. • Demonstrates the ability to manage self and others in a busy working environment including the ability to prioritise and effectively handle multiple tasks. • Takes responsibility for the achievement of delivery targets by regularly monitoring, recording and reporting performance statistics / information. • Demonstrates innovation in aiming to work within resource limitations to sustain and enhance the service while promoting a model of person-centred care. Managing & Developing (Self & Others) <i>For example:</i> • Demonstrates the ability to manage and develop self and others in a busy working environment including the ability to prioritise caseloads for self and others. • Actively promotes multi / interdisciplinary team working. • Demonstrates effective leadership, providing clear direction for staff in relation to the goals of their function and how they fit in with the broader organisational strategy. • Motivates and empowers staff by appropriately delegating responsibility and authority. Commitment to providing a Quality Service <i>For example:</i> • Accepts accountability for standards of performance in area of responsibility. • Monitors and reviews the work of the team to ensure its quality and accuracy. • Demonstrates initiative and innovation in identifying areas for service improvement. • Motivates self and others in facilitating change and improving service delivery. • Promotes the service user as expert through experience by involving service users in care planning, decision-making and service development. Evaluating Information and Judging Situations <i>For example:</i> • Formulates, articulates and demonstrates sound clinical reasoning / synthesises and analyses information available • Regularly quantifies and evaluates activities against service plans and takes timely action to correct potential difficulties. • Confidently explains the rationale behind decisions when faced with opposition or competing demands. • Establishes integrity by ensuring that the professional, ethical and safety factors are fully considered in decisions into which they have input. Communications and Interpersonal Skills <i>For example:</i> • Displays effective communication skills (verbal & written). • Maintains a professional relationship in all communications, treating others with dignity and respect • Demonstrates the ability to work collaboratively with others to understand and establish expectations and desired outcomes. • Demonstrates sensitivity, diplomacy and tact when dealing with others, is patient and tolerant when dealing with conflict situations. • Demonstrates strong negotiation skills, remains firm but flexible when putting forward a point of view.
Campaign Specific Selection Process Ranking/Shortlisting / Interview	A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting 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.

	<u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</u> Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in 'bands' depending on the service needs of the organisation.
Diversity, Equality and Inclusion	The HSE is an equal opportunities employer. Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience. The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated. The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long term health condition. For further information on the HSE commitment to Diversity, Equality and Inclusion, please visit the Diversity, Equality and Inclusion web page at https://www.hse.ie/eng/staff/resources/diversity/
Code of Practice	The Health Service Executive 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. Additional information on the HSE's review process is available in the document posted with each vacancy entitled "Code of Practice, Information for Candidates". Codes of practice are published by the CPSA and are available on www.hse.ie/eng/staff/jobs in the document posted with each vacancy entitled "Code of Practice, Information for Candidates" or on www.cpsa.ie.
The reform programme outlined for the Health Services may impact on this role and as structures change the job specification may be reviewed. This job specification 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.	



**Social Worker, Team Leader (CDNT)
Terms and Conditions of Employment**

Tenure	The current vacancy available is a specified purpose (12 Months) wholetime contract. The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage. Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013.
Working Week	The standard weekly working hours of attendance for your grade are 35 hours per week. Your normal weekly working hours are 35 hours. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro rata to the full time equivalent. You are required to work agreed roster/on-call arrangements advised by your Reporting Manager. Your contracted hours are liable to change between the hours of 8.00am and 8.00pm over seven days to meet the requirements for extended day services in accordance with the terms of collective agreements and HSE Circulars.
Annual Leave	The annual leave associated with the post will be confirmed at Contracting stage.
Superannuation	This is a pensionable position with the HSE. 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. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004
Age	The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants. <u>* Public Servants not affected by this legislation:</u> Public servants joining the public service or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age. Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.
Probation	Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.
Protection for Persons Reporting Child Abuse Act 1998	The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies. All Mandated Persons under the Children First Act 2015, within the HSE, are appointed as Designated Officers under the Protections for Persons Reporting Child Abuse Act, 1998.

	Mandated Persons such as line managers, doctors, nurses, physiotherapists, occupational therapists, speech and language therapists, social workers, social care workers, and emergency technicians have additional responsibilities. You should check if you are a Mandated Person and be familiar with the related roles and legal responsibilities. Visit HSE Children First for further information, guidance and resources.
Mandated Person Children First Act 2015	Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
Infection Control	It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include: • Developing a SSSS for the department/service¹, as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work. • Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection. • Consulting and communicating with staff and safety representatives on OSH matters. • Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee. • Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures². • Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate. • Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example. Note: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.

¹A template SSSS and guidelines are available on [writing your site or service safety statement](#).

² Structures and processes for effective [incident management](#) and review of incidents.