

Job Description

Threshold is a local regional charity committed to enabling individuals with disabilities or recovering from mental illness to live full, independent lives within the community.

Continuous Professional Development: You will receive an extensive induction, relevant training and regular one to one supervision with your line manager. Threshold will also provide opportunities for team development and when required specialist training for teams.

Job Title:	Project Worker
Reports To:	Senior Project Worker
Responsible To:	Project Manager
Salary:	£13.75ph
Location:	Belfast – However, there may be some travel required within Northern Ireland to fulfil the duties associated with the post.
Hours of Work:	37.5 hours per working week.
Purpose of Project Worker	<ul style="list-style-type: none"> • The facilitation of recovery in a therapeutic setting via the implementation of group and one-to-one work with key residents. • Providing 24/7 support for our residents with regular on-call and overnights required ** additional payment for enhancements • Assist with the facilitation of a participative environment enabling the resident to gain increasing independence and to develop to their full potential.

Main Responsibilities of Project Worker

Job Description – Main Responsibilities and Duties	
	<p>Therapeutic Programme Development, Maintenance and Support</p> <ul style="list-style-type: none"> • Contribute to the development and participation of a programme centred towards rehabilitative and supportive care. • The promotion and enablement of each resident to further enhance their independence within the therapeutic setting. • Assisting allocated residents with a personalised and bespoke support to assist with their development within the therapeutic setting. • Adopting a collaborative approach in the development of the community, with resident involvement. • Facilitation of regular working groups with residents and for staff developmental purposes.
	<p>Staff Development</p> <ul style="list-style-type: none"> • Adopt a coaching approach for newly joined Project Workers and Wardens, (if applicable).
	<p>Project Operations</p> <ul style="list-style-type: none"> • Assist the Project Manager, Deputy Project Manager or nominee, with the following areas, ensuring operational efficiency of the Project, examples include: • Ensuring agreed level of occupancy, • Regular maintenance of standardised records for the service, Threshold and external governing bodies. • Compliance and adherence to Licence and Tenancy Agreements. • Ensuring the service operates within agreed budgetary parameters. • Compliance with Health and Safety legislation, as applicable to Northern Ireland. This incorporates fire prevention safety standards, cleanliness, and other associated hygiene standards and associated practices. • Additional administration tasks which may be required by your Project Manager, or Deputy Project Manager.
	<p>External Stakeholders</p> <ul style="list-style-type: none"> • Ensuring that a best practice approach is adopted when engaging with external stakeholders, to include, however not limited to, the Health and Social Care (HSC) Trusts, the Northern Ireland Housing Executive, (NIHE) and nominated Housing Associations. • Regular contact with designated allied health professionals, as appropriate, to include, mental health nurses, etc.

Collaborative Working	Collaborative Working <ul style="list-style-type: none"> • Regular attendance and participation in staff meeting as scheduled. • Working collaboratively and jointly with other internal departments, to include, Finance, Digital, Human Resources and Information Technology, (IT) and Learning and Development, (L&D).
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Supervision and Training	Supervision and Training <ul style="list-style-type: none"> • Participation in monthly supervision sessions with Manager or other suitable nominee. • Ensure participation in mandatory and refresher training, as required.
General:	<ul style="list-style-type: none"> • Actively promote the organisational mission, values, aims and objectives, ensuring all Policies and Procedures, to include the Code of Conduct and Practice are adhered to at all times. • Be a cultural carrier for Threshold • Ensure compliance with all legal and regulatory requirements, including NISCC registration and Access NI check requirements. • Adhere and comply with all Threshold’s Health and Safety Policies and Procedures including reporting and recording of all relevant incident, contributing to the overall physical cleanliness and general condition of the facilities of the service. • Act as a Deputy Fire Warden and / or First Aid Person if designated. • Actively promote a working environment where equality of opportunity, anti-discriminatory practice, individual rights and choice are promoted in accordance with Threshold’s established Principles, Policies and Procedures. • The above summary of the main roles and responsibilities is not intended to be exhaustive. This role may develop in accordance with the Threshold’s Strategic Corporate Plan. However, you will from time to time be required to undertake other duties that are appropriate to your role and nature of your post.

Equal Opportunities Statement

Threshold is an equal opportunity employer committed to fostering a diverse and inclusive workplace. We prohibit discrimination and harassment of any kind based on any of the protected characteristics. Our hiring decisions are based solely on qualifications, merit, and business needs. We encourage all qualified candidates to apply and join us in creating a welcoming environment for everyone.

Person Specification

Applicants must provide evidence by the specified closing date for as how they meet the following **essential and desirable criteria** below:

Selection Criteria			Evaluation Method	
			Application	Interview
Education and Professional Qualifications	Essential	<p>GCSE English and Mathematics Grades A – C or demonstrable equivalent & Lvl 3 RQF Qualification or equivalent & Six months’ demonstrable experience working in a Health & Social Care Environment, i.e., mental health, rehabilitation or learning disability.</p> <p>Or</p> <p>a psychology degree (lv 6) or other relevant discipline or equivalent & Level 3 RQF Qualification or willing to attain in post through organisation</p>	✓	✓
Circumstances	Essential	<p>To be fully flexible as the role of Project Worker will involve working on a Rota/shift basis in a mental health setting. Shifts will include early shifts, night shifts, weekend and / or night cover as requested.</p>	✓	✓

Competencies	Essential	Ability to demonstrate alignment with Threshold's core values: -Communication and interpersonal skills -Motivation and drive for excellence Innovation and Creativity -Integrity and Honesty -Collaboration and Team work.		✓
Information Technology	Desirable	Demonstrable working experience of working with Microsoft (MS) Office systems to include Word, Excel, Outlook and PowerPoint.	✓	✓
Additional Requirements	Desirable	Possess a current and valid driving license or have access to a form of transport that will permit the candidate to meet the requirements of the post in full.	✓	✓
Experience	Desirable	Proven Experience working in mental health.	✓	✓

Guidance

Threshold will undertake a shortlisting exercise based solely upon the written information contained within your application form, to satisfactorily demonstrate how and to what extent you meet the above specified criteria. The shortlisting exercise will be based upon the identified criteria from the personnel specification.

The shortlisting panel will **not** make assumptions as to your circumstances, qualifications and experience.

Threshold reserves the right to supplement these shortlisting criteria using additional essential and / or desirable criteria from the personnel specification at subsequent stages of the shortlisting process.

Canvassing

Please note that any form of canvassing, either oral or written, directly or indirectly, in connection with this appointment shall disqualify a candidate from the recruitment and selection process.

Supplementary Information

1. Please note that this is a regulated post and will be subject to an Enhanced Access NI Check. For more information on the background check process, please refer to our policy titled *Inclusive Hiring and Rehabilitation*. This will be dealt with in line with our Privacy Policy.
2. The post holder must either be registered or apply for registration with the Northern Ireland Social Care Council, (NISCC), upon appointment.