



Addiction Counsellor

Job Title	Addiction Counsellor - (Permanent Contract)
Purpose of the role:	The purpose of this post is to deliver as part of a team, a range of treatment supports to clients attending the Tabor Group treatment programme in line with organisational values.
Place of Work:	You will be required to work in either Tabor Fellowship or Tabor Lodge and the exact location will be agreed with you at offer stage of the recruitment process.
Contract type:	The contract can be a: Permanent Part-time contract(s)
Reporting Line:	The Addiction Counsellor will report directly to a designated member of the Clinical Team.
Hours of Work:	<p>Hours of work are generally 9.00am to 5.30am Monday to Friday. Contracted hours will be agreed with you at offer stage of recruitment process.</p> <p>The organisation will require the post holder to be flexible to meet the needs of the service and this position may involve extra hours from time to time, while giving regard to the Organisation of Working Time Act, 1997. You will be given as much notice of any such change of hours of work as is reasonably practicable through your line manager.</p>
Probation:	6 months
Remuneration:	€21.93 per hour. (Addiction Counsellor (39IT) HSE Pay Scale – Point 1)
Annual Leave	27 days per annum for full-time – Pro-rata for part-time
Professional Fees:	Annual Professional Fees will be paid for by Tabor Group
Clinical Supervision:	Paid Clinical Supervision, in-line with Tabor Group's Supervision Policy
Wellbeing:	Employee Assistance Programme available to staff and their families
Pension:	Q4 of 2024 – 3% employers contribution based on employee contribution of 3%
Parking	Free Parking
Learning & Development:	Support with Continuing Professional Development (CPD) Support with Further Education, in-line with Tabor Group Policy Mandatory & Career Development Training
Meals:	Free Meals



Duties and Responsibilities (include, but are not limited to the following):

The following sets out the principal duties for the post, however, the counsellor is expected to be flexible in their role and to liaise with their manager as appropriate on all issues they deal with regarding the service.

Management of Care

- As a member of the Treatment Team, to fully participate in the co-ordination of all activities so as to ensure the best holistic client care
- To fully participate as a member of the Treatment Team in the care and rehabilitation of individuals. In particular, to deliver key aspects of the treatment programme such as assessment, admission, case management, treatment planning, group and individual therapy, family therapy and programmes, treatment plan review, continuing care planning and onward referral.
- To ensure documentation and all aspects of client treatment plans are accurately completed and up to date
- To fully participate in all review and audit programmes undertaken by management to ensure ongoing evaluation of the appropriateness and effectiveness of the treatment and services delivered at the Centre
- To supervise and evaluate the practice of students or other staff, as assigned to you by management.
- To participate in the Performance Management Review process.
- To comply with all regulatory and legal requirements relevant to rehabilitation
- To comply with the implementation of objectives and standards which guide the staff of the Organisation in the delivery of innovative and high-quality treatment, care and rehabilitation of individuals.

Qualifications

- A min of a full Level 8 award in addiction studies, counselling or relevant fields.
- Fully accredited, with a recognised body as a qualified Counsellor.
- Specialist training in the area of Addiction is required.

Experience

- 2 years' experience working in an addiction treatment facilities or equivalent services.

Skills & Competencies

- Skills in group and individual therapy are essential



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- Excellent interpersonal and group communication skills are required
- Skills to make effective presentations to a wide variety of audiences such as patient groups, other professionals, employers and educational groups are required
- The skill to communicate concisely and accurately in writing is essential
- Excellent telephone skills and manner are required for dealing with any client or other queries in relation to the operation of the Centre
- Time management skills both on a personal and work level are required to ensure appropriate caseload management and prioritisation
- The ability to work constructively and actively as part of a flexible team to respond appropriately to the needs presented by patients and clients is required
- The highest levels of professional competency are required to ensure the best and most up to date quality of care is delivered to patients and clients.

**If you are interested in this role, please forward a cover letter setting out what interests you in this role and a copy of your CV to sosullivan@taborgroup.ie.
The closing date for this role is Friday 19th April, 2024**