

Job Specification: Service Reform Researcher – Drug and Alcohol Task Forces (Full-Time)



Overview

This role will focus on informing the implementation of a set of strategic initiatives across the Drug and Alcohol Task Forces which are being supported by the Department of Health and the Health Service Executive. The successful candidate will be experienced in working with practitioners to facilitate improvements in social services and will have experience of practice-based research in the addiction field or in a closely related area.

Purpose of the role

The person will play an integral role in supporting the implementation of 12 strategic initiatives across the 24 Drug and Alcohol Task Forces (DATFs). Genio has been asked to support the implementation of these initiatives given its track record of supporting successful reforms focused on promoting service user voice and the integration of service responses across different agencies. The focus of this role will be to surface learnings, opportunities and challenges on an on-going basis and to facilitate discussion with a view to sharing learning and overcoming challenges as the Task Forces implement these new strategic initiatives. Possible focus areas include:

- How the DATFs are reflecting on and reviewing their work as they implement these initiatives
- Efforts to integrate and enhance more learning and cooperation across task forces
- Strengthening of evidence-based practices
- The development of sustainable structures that involve service users more centrally in shaping the services they receive
- Involvement of the relevant HSE Community Healthcare Organisation staff in the work of the DATFs

In keeping with the key tenets of action inquiry, the emphasis will be on promoting reflection and critical thinking amongst practitioners. The person will co-ordinate meetings with relevant participants of this work, gather data through stakeholder interviews, conduct data analysis and theme identified issues to inform cycles of action in a timely way.

Outcomes to be achieved

- Highlight progress of the reform process and the opportunities and challenges of implementation.
- Share learnings in ways which inform complex, social service systems change.
- Provide shared learning opportunities for key stakeholders.
- Deliver insights in a timely manner in ways which promote constructive dialogues.

Person Specification: Service Reform Researcher

Qualifications

Applicants should have a Master or PhD level degree (or a similar level of practice experience), preferably in one or more of the following areas: social studies, organisational development, action research/inquiry or a related approach to facilitating and informing change. Experience of working in the addiction field is an advantage.

Experience

Ideally candidates should have a minimum of 2 years' experience working in change processes with a range of stakeholder groups and a good understanding of social and health services in Ireland.

Competencies and qualities required for this role

- Understanding of how people and organisations learn and develop.
- Excellent research interviewing and listening skills.
- Excellent facilitation skills.
- Excellent interpersonal skills.
- Excellent presentation skills.
- Ability to develop networks across varied stakeholders.
- Knowledge/understanding of
 - Opportunities and challenges of policy implementation and service reform processes.
 - The addiction field or a closely related area.
 - Organisational change and/or action research.
 - Working in complex fields.
 - Individualised, person-centred supports.

Attributes that will offer an advantage

- Experience of supporting the facilitation of change in social services using an action research method.
- Understanding of how the social sector works; who the key stakeholders are; and some understanding of social service policy and practice.
- Experience of community development work.
- An understanding of addiction and recovery specific supports.
- Experience of carrying out qualitative research.

Competencies and qualities required

- Excellent organisational skills, an ability to prioritise, work to deadlines and execute tasks with appropriate attention to detail.
- An ability to operate in rapidly changing environments, to tolerate ambiguity and to adapt as needed.
- Keen intelligence, judgement and capacity for analytical thought.
- Capacity to work on own initiative and to seek support as needed.
- Ability to communicate clearly and maintain a professional and friendly manner.
- Ability to write clearly and concisely with excellent spelling and grammar.
- Ability to develop and maintain relationships with key stakeholders.
- Excellent diplomatic, networking and influencing skills.
- Ability to work collegially as a team member supporting others to achieve outcomes.
- Honesty and integrity.

Other requirements:

- Role requires flexibility with regular travel and overnight stays.
- Car and clean driver's license required.

Reporting relationship: Deputy Executive Director

Salary: €40,000 – €45,000

Benefits: *Benefits offered after the successful completion of a six-month probationary period.* Contributory pension, life assurance and income protection.

How to apply: Applications can be made for this vacancy online at www.genio.ie/careers

For informal queries contact: john.healy@genio.ie

Closing date: 4th of September 2019

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