Jobs with Purpose

Job title	Adhoc Community Support Staff
Candidate Brief	NOW Group are an award-winning social enterprise who deliver services across the island of Ireland supporting people with intellectual disabilities, autism and neurodiverse conditions into jobs with a future. We are passionate about changing lives and our focus is on outcomes and impact for individuals, their families and communities who are the most disadvantaged. We support participants to have better health, a better education and a brighter future. Our services are continually evolving as a result of co-design, participant feedback and project learning. As Community Support staff with the Community Team you will provide direct support to participants on NOW Group's Community Opportunities programme by delivering a programme of daily activities to increase independent living and social skills. The post holder will ensure a variety of opportunities and will work closely with other departments including Employment and Training Services to encourage and support our participants on their journey of progression from community services.
Location	NOW Group, Block C, Arran Court, 5 Ground Floor, Dublin 7, D07 E76E
Reports to	Senior Community Support Officer
Hours	Adhoc hours to cover absence within the team
Salary scale	€17.44 per hour

Mission

Supporting people with intellectual disabilities and autism into jobs with a future.

Vision

A society where people with intellectual disabilities live, work and socialize as valued citizens.

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Main Responsibilities

1. Provide person-centered support to participants on the Community Opportunities Service.
2. Support participants within classroom and outdoor venues.
3. Encourage individuals to engage in opportunities and build independence skills.
4. Promote Volunteer opportunities for group members.
5. Build on existing external networks/relations and develop new ones to increase range of activities and networks available to participants.
6. Route train participants to increase independence skills.
7. Comply fully with NOW Group's 'Organisational Approach to Safeguarding.

This job description is not definitive and may be subject to review as the duties and responsibilities determine

Personnel Specification

Essential

1. Educated to Leaving Certificate level or above
2. At least one years' experience of supporting people with learning disabilities within a group environment.
3. Experience of engaging with volunteers.
4. Ability to demonstrate administrative skills with good record keeping.
5. Proficient in the use of the Microsoft Office suite.
6. Clear understanding and articulation of the barriers faced by people with learning disabilities or autism.

Desirable

1. Community or Youth Qualification (Level 3 or equivalent)

Values & Behaviours

All employees in NOW Group are required to subscribe to the values of the organisation and demonstrate these values through agreed behaviours in their day to day work and their relationships with participants, stakeholders and colleagues.

Candidates will be expected to demonstrate relevant values and behaviours as part of the interview process.

August 2025