



**ID 1136:**           **Family Support Worker**  
Family Support Service  
**Location:**       Based in Douglas, Isle of Man  
**Hours:**           37 hours per week (full-time)  
**Salary:**           £28,315 FTE per annum to £31,073 FTE per annum (based on level of experience)  
                          + £3,000 IOM Weighting allowance per annum  
**Contract:**       Permanent

Hi there!

Thanks for taking an interest in this role and the work that we do. Here at Family Action, we value your time and we want to make it as easy as possible for you to get to know a bit about us. We're a fairly big charity with most of our services based in the UK, whilst in the Isle of Man, we deliver two services.

We are a charity based on strong values that permeate everything we do in our aim to **Build Stronger Families**. We are forward looking, ambitious and committed to continuous improvement. We are a **people focused, can-do** organisation, which strives for **excellence** in all we do and operates with **mutual respect**.

As a **Family Support Worker**, you will:

- **Be helping parents to develop new knowledge and learn new skills;** all of which help them to feel confident and able to solve the problems that come their way a long time after we have worked with the family.
- **Improve outcomes for children and whole families;** working directly with parents and children, usually within their homes.
- **Get to know the needs of children and parents;** be trained to apply a broad range of evidence-based interventions that are proven to be effective and families tell us work for them. We care about the people we help and we care about our staff.

### **What's in it for you?**

We believe in 'growing our own'. This means that even if you don't have all of the requirements of the Person Specification but can comfortably meet about 70% of the criteria and you're willing to work hard to learn the rest, we will invest in you and help you to get there.

**We're really interested in your potential and your commitment to children and families, so please do think seriously about joining us if you share our values and our enthusiasm for what we do.**

### **Benefits:**

- Our staff work from home when that helps them; maybe to visit families towards the end of the day or if they need quiet time to plan sessions or for record keeping. A typical day might see you visit 2 or 3 families and we are happy to talk flexible working.



- We believe in giving you the tools and the trust to do your best work and manage a busy caseload. We will offer you excellent training opportunities, including on evidence based parenting programs, such as Solihull and Incredible Years Parenting Programs.
- You will receive a comprehensive induction program that will help you to understand the role and gain confidence.
- As part of a supportive work environment, you will receive regular clinical supervision.
- You will have an allocated parking space in Douglas.
- We'll offer you a generous pension scheme and leave entitlements, a cycle to work scheme and other great benefits.
- We have an excellent wellbeing offer and we will invest in your professional development with on-going quality training and career development opportunities.
- You'll join an established, supportive and high-performing service and have the opportunity to thrive in an innovative organisation that values your opinion, encourages learning and has the needs of children and families at its core.

Have a thorough read of the Person Specification and the Job Description for more information about the role.

**If you think that this sounds like the kind of place you want to work, you have a good chunk of the skills, knowledge and experience we need and the role sounds like something you could give your all too, we want to hear from you and we look forward to meeting you!**

**To Apply:**

- **Complete:** the [Application Form](#) & send to: [completed.application30@family-action.org.uk](mailto:completed.application30@family-action.org.uk)
- **Closing Date:** Friday 5<sup>th</sup> April 2024 at 9am
- **To learn more about Family Action:** [Recruitment Pack](#)
- **To learn more about our terms & conditions:** [Summary Terms & Conditions of Employment](#)
- **To help us fulfil our commitment to diversity and promoting equal opportunities:** complete our anonymous [Equality & Diversity Monitoring Information survey](#)

Please note that appointments are subject to Family Action receiving a satisfactory disclosure from the Disclosure and Barring Service.

We are committed to Equality, Diversity & Inclusion in all that we do and welcome applications from all sections of the community. We particularly welcome applications from Black, Asian and minority ethnic candidates, LGBTQIA+ candidates and candidates with disabilities because we are committed to increasing the representation of these groups at Family Action. We know that greater diversity will lead to even greater results for families and children and strive for our workforce to be truly representative of the diverse communities we support. We offer a guaranteed interview scheme for disabled applicants and will reimburse your travel cost if you attend an interview.