

Three Steps

Three Steps is a privately owned business providing therapeutic residential care to children, young people and vulnerable adults. Our mission is to enhance the unique potential of all those in our care.

Our qualified Social Care teams deliver multidisciplinary assessment and intervention, underpinned by highly skilled and experienced Therapeutic Support Consultants. Central to the delivery of our therapeutic care are our core values – Belief, Respect, Passion, Collaboration, Perseverance, and Ownership – underpinned by our Model of Care.

Many of the young people and adults placed with Three Steps have a complex combination of emotional, behavioural, family and mental health needs. We believe that everyone has the ability to change and to flourish. Each individual in our care has strengths and skills that can be nurtured and our teams work to support these.

Healthcare Assistant

We have a number of children's and adult disability services where we provide medium to long term residential care for children, young people and vulnerable adults. Young people and vulnerable adults with autism and/or other diagnoses, who may also have complex needs and be experiencing emotional, behavioural and family problems, gain greatly from the therapeutic care our teams provide. We work to enhance the unique potential of all those in our care, and our teams are central to our work.

We are recruiting for Healthcare Assistants to join the teams in our disability homes in line with new referrals.

Healthcare Assistant – your role includes:

- Provide the highest standard of care to children / young people in a residential care setting
- Contribute to the promotion, creation and maintenance of a welcoming, caring and therapeutic environment
- Participating in the provision of a program of stimulating activities for all those in our care
- Deliver duties such as key-working, medication management and other day-to-day responsibilities as part of your care of the young people
- Work as part of a multi-faceted team, liaising with our therapeutic support clinicians to deliver comprehensive therapeutic care which meets each young person's complex needs
- Communicate with parents, carers and other people of significance in the service user's life
- Maintain all relevant records in a consistent and efficient manner
- Deliver other ad-hoc duties as assigned in line with the needs of the service

Healthcare Assistant – your profile:

- Minimum FETAC level 5 qualification in Healthcare, Social Care or an appropriate equivalent
- Professional approach with an innate focus on the delivery of therapeutic care
- Caring, committed, honest individual with great communication skills
- Excellent problem solver with good judgement and decision making abilities
- Flexibility regarding working hours (overnight and/or day shifts)
- Previous experience of working in residential care (disability services) would be excellent
- Fluency in written and spoken English, and eligible to work in Ireland
- A full clean driving licence (with no restrictions) and use of a car to get to/from work

Exceptional candidates who do not meet all the criteria above may be considered for the role provided they have the necessary minimum qualifications, skills and experience.

Three Steps – what we offer:

This is a both a challenging and also an extremely rewarding environment to work in. At Three Steps, we invest a lot in our teams. You will benefit from continuous professional development, guidance and support from Management, with specialised input via consultation time with our Consultant Child and Adolescent Psychotherapists. We work with our teams to enhance your abilities, enabling all our team members to become skilled therapeutic Healthcare practitioners. We also offer competitive remuneration and benefits, and a supportive team of colleagues who enjoy their roles and who work every day to enhance the unique potential of all those in our care.

If you would like to join our team, and further your career here at Three Steps, please email your cover letter and CV to jobs@threesteps.ie.