

Job Advert

Counsellor



Housing | Health | Recovery

Service: Gender Specific Service
Location: Limerick
Duration: Fixed Term (November 2026)
Hours: 1X 40 hours per week **or** 2X 20 Hours per week
Post Reference No: HR260806
Published: 21st August 2026
Application Closing Date: 4th September 2026

NOVAS is a not for profit organisation and Approved Housing Body. We work with single adults, couples and families who are homeless or at risk of being homeless. We provide a range of support services and accommodation. We have over 300 staff, and more than 30 services in Limerick, Dublin, Clare, Kerry, Cork and Tipperary including residential homeless services, social housing and community based services for tenancy sustainment, homelessness prevention, mental health and recovery.

The female only day service will provide a 'one stop shop' for access to supports across health, addiction, gender based violence & coercive control, legal issues, life skills, education and employment supports. The Community Addiction Worker role involves one to one work with female service users, advocating and empowering them, as well as in reach into other community projects and services. It will also involve facilitating group work. The role will involve case management and interagency collaboration.

NOVAS is a Trauma Informed practice organisation and the principles of collaboration, diversity, respect and trust are embedded in our way of working together. Our services are provided through support of our partners in local government through the Local Authorities, HSE, and other donors and funders

Desirable Skills and Knowledge (Please see Job Description for complete Person Specification)

- A qualification or post-graduate qualification at Level 8 in counselling, addiction counselling or psychotherapy recognised by one of the following, as appropriate:, the Irish Association for Counselling and Psychotherapy (IACP), Addiction Counsellors of Ireland (ACI) or one of the five sections within the Irish Council for Psychotherapy (ICP)

OR

- A qualification at Level 7 or higher on the QQI framework in a human science discipline (medical, psychological, social, educational) or hold a qualification at Level 7 (full major award) or higher in a health and social care profession.

AND



- Hold a qualification or post-graduate qualification in counselling, addiction counselling or psychotherapy recognised by one of the following, as appropriate: the Irish Association for Counselling and Psychotherapy (IACP), Addiction Counsellors of Ireland (ACI) or one of the five sections within the Irish Council for Psychotherapy (ICP).

Candidates must also have:

- Have full accredited membership with one of the following: IACP, ACI or one of the five sections within ICP. Pre-accredited hours must include a minimum of 100 hours of one-to-one counselling/addiction counselling/psychotherapy with clients under the supervision of an IACP/ACI/ ICP accredited supervisor.

OR

- Be a full member of the Clinical or Counselling Psychology Division of the Psychological Society of Ireland (PSI)
- Experience and knowledge of working in two or more of the following areas: Homeless sector, Tenancy Sustainment, Family Support, Residential Care, Mental Health, Challenging Behaviour, Substance Misuse, Community Engagement, and Disability Support.
- Ability to provide services that foster and enhance the dignity, development and independence of the individual.
- Have an understanding of care and case management protocols including; care planning, needs assessment, risk management/assessment, incident management/prevention and key-working
- Ability to communicate effectively with a wide variety of people.
- Understanding of the needs of vulnerable people who are homeless, with focus on the specific needs of people with complex needs.
- Knowledge of the National Rehabilitation Framework
- Clinical knowledge of assessment and treatment of a range of addiction and dual diagnoses
- Knowledge of notification procedures around child protection and management of other ethical considerations relevant to post
- Ability to work both as part of a multidisciplinary team and to work independently
- Evidence of effective planning and organising skills including awareness of resource management and importance of value for money
- Experience working on own initiative, lone working, managing one's own caseload and time management.
- Familiarity with the National Quality Standards Framework for Homeless Services.
- Knowledge of approaches such as Community Reinforcement Approach, Motivational Interviewing, Harm Reduction, relapse prevention and overdose prevention.
- Strong administration skills for record keeping, report writing and computer literacy.
- Knowledge of the Dual Diagnosis Model of Care Strategy.
- Knowledge of and a commitment to equal opportunities.



- Full drivers licence and use of own car.

We offer a competitive benefit package including 26 days annual leave pro rata, access to further education supports and contributory pension.

If you would like to work for NOVAS, an application form and job description can be found on the careers section of our website <https://novas.ie/careers-with-novas/>. If you require any further information or wish to submit a completed application form, please email recruitment@novas.ie

