

Job Specification, Terms & Conditions

Job Title and Grade	Solace Café Peer Connector
Closing Date	5PM on the 17th July 2026
Contract Type	Fixed term 12 months
Hours	15 hours per week on a rota basis (evenings and weekends)
Salary Scale	€12,000- €16,000 per annum
Proposed Interview Date (s)	22nd July - 24th July 2026
Location of Post	Limerick City
Informal Enquiries	info@limerickmentalhealth.ie
Details of Service	<p>Solace Cafés provide an out-of-hours friendly and supportive community crisis prevention and crisis response service in the evenings and at weekends in a café style/non-clinical safe environment. The café service will support individuals and their family members/carers to deal with an immediate crisis and to plan safely drawing on their strengths, resilience and coping mechanisms to manage their mental health and well-being. Attendees can access coping strategies, one to one peer support, psychosocial and recovery supports provided by paid core staff, assisted by a team of appropriately trained volunteers, working on a pro-rata basis. Those who attend will be signposted to relevant mental health and well-being services and community supports as required</p> <p>Aim:</p> <p>To provide an out-of-hours, friendly and supportive community based adult crisis prevention and crisis response service, often in the evenings and at weekends in a café style/non-clinical safe environment through social, peer support, crisis intervention support and recovery based supports and services.</p> <p>Objectives:</p> <ul style="list-style-type: none"> ● To increase early access to help for people experiencing mental health difficulty, mental health distress or are experiencing a crisis by providing clear supports and effective signposting to services provided by the HSE and other third sector and statutory providers. ● To enable service users by supporting them to enhance their coping mechanisms and

	<p>provide them with management techniques to help reduce the risk of or relapse of crisis.</p> <ul style="list-style-type: none"> ● To offer a supportive, calm, safe and reassuring environment for people experiencing or in recovery from a period of mental health crisis that is responsive to the individual needs of people attending. ● To provide a responsive and tailored approach to support the improvement of the mental health and wellbeing of people using the service. ● To support individuals, their family, carers and supporters to prevent, reduce and de-escalate any immediate crisis and to provide on-going management and build resilience for the service user, family/carer.
Reporting Relationship	The post holder will report directly to the nominated line manager.
Purpose of the Post	<p>Peer Connectors are skilled individuals who have had personal lived experience of mental health issues/challenges or experience in supporting someone with mental health challenges, who can respond to human distress in a recovery-oriented way. They are employed in a professional role to use their expertise and experience to inspire hope and recovery in others who are undergoing similar mental health experiences. The role of the Peer Connector is to support service users, family members/ significant others who are experiencing mental health challenges and who require help, connection and reassurance in an out of hours with focus on:</p> <ol style="list-style-type: none"> 1. Listening to values and preferences of the service user 2. Instilling hope and identification by sharing their own experience 3. Signposting & navigating service users to local services as required 4. Supporting the service user, family members/significant others through solution focused dialogue <p>Peer Connectors are skilled and compassionate individuals who can respond constructively to the challenges of mental distress in innovative ways that harness the value of lived experience.</p>
Principal Duties and Responsibilities	<p>Responsibilities:</p> <p>Under the direction of the nominated line manager, and in collaboration with other Peer Connectors, the Peer Connector will:</p> <ul style="list-style-type: none"> ● Foster recovery by promoting relationships with those who use the service. ● Demonstrate sound recovery working practices, manage boundaries and use judgment when confronted with risk or complexity. ● Assist individuals to identify their needs, strengths, personal interests and goals. ● Facilitate solution-focused conversations, new ways of communicating and problem solving. ● Provide opportunities for individuals to direct their own recovery based on the recovery processes of connectedness, hope, identity meaning and empowerment. ● Assist individuals to understand self-care and how to develop a self-care plan. ● Provide relevant and reliable information on a wide range of mental health related issues relevant to need. ● Signpost to appropriate local support and information services in the community.

	<ul style="list-style-type: none"> Assist individuals to understand their rights and choices within the service and the supports available to access these. <p>In consultation with the Solace Café Operations Manager / Café Service Coordinator, liaise with statutory bodies, services and professionals as appropriate</p>
<p>Eligibility Criteria</p> <p>Qualifications and/ or Experience</p>	<p>Candidates must have by the closing date for receipt of applications for this post:</p> <p>1. Professional Qualifications, Experience etc.</p> <p>(a) Personal experience of mental health difficulties including insight into the recovery process</p> <p style="text-align: center;">And</p> <p>(b) Hold a QQI Level 7 or above, or equivalent level of qualification in the area of Community, Social, Health (Mental Health)</p> <p style="text-align: center;">And</p> <p>(c) Experience of working or volunteering with people with mental health needs.</p> <p>2. Health</p> <p>A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.</p> <p>3. Character</p> <p>Each candidate for and any person holding the office must be of good character.</p>
<p>Post Specific Requirements</p>	<ul style="list-style-type: none"> Demonstrate depth and breadth of experience working with individuals with mental health needs as relevant to the role. Demonstrate experience in the implementation of self-care frameworks and approaches in the context of mental health recovery, as relevant to the role.
<p>Other Requirements</p>	<ul style="list-style-type: none"> Access to appropriate personal transport is a necessary requirement in order to carry out the duties and responsibilities of this post. Ability to work flexible hours, including weekend, evenings and night (through a rota system).
<p>Skills, Competencies and / or Knowledge</p>	<p><u>Candidates must:</u></p> <p><u>Professional Knowledge</u></p> <ul style="list-style-type: none"> Demonstrate insight and understanding of the personal recovery process and what that may involve for individual service users. Demonstrate knowledge and experience of self-care frameworks and approaches in the context of mental health recovery. Demonstrate knowledge of the HSE Mental Health Services. Demonstrate knowledge of the recovery process and how to use their own recovery story to support others. Demonstrate knowledge and understanding of the importance of self-care and associated techniques, from a recovery perspective.

- Demonstrate knowledge and experience of delivering a variety of group activities that support and strengthen recovery.
- Demonstrate knowledge of Service User Safety including learning from mistakes /errors as well as developing a culture of safety, monitoring and assurance.
- Demonstrate some knowledge of current best practice in mental health recovery and social inclusion.
- Demonstrate evidence of computer skills including use of Microsoft Word, Excel, email systems and the use of the internet as a research tool and a willingness to develop IT skills relevant to the role.

Planning & Organising Skills

- Demonstrate organisational and time management skills to meet objectives within agreed timeframes and achieve quality results.
- Demonstrate the ability to work to tight deadlines and operate effectively with multiple competing priorities.

Evaluating Information and Decision Making

- Demonstrate the ability to assess complex information from a variety of sources and make effective decisions.
- Demonstrate effective problem solving and decision making skills.

Leadership & Teamwork

- Demonstrate teamwork skills including the ability to work in a multidisciplinary team environment (i.e. in a team with other disciplines).
- Demonstrate a capacity to operate successfully in a challenging operational environment while adhering to quality standards.
- Demonstrate motivation and an innovative approach to the job within a changing working environment.
- Demonstrate the ability to facilitate and manage groups
- Demonstrate the ability to be flexible and adapt to change.
- Demonstrate ability to work as a lone worker, in a range of settings and as appropriate.

Commitment to Providing a Quality Service

- Demonstrate a service user focus in the delivery of services.
- Demonstrate a core belief in and passion for the sustainable delivery of high quality service user focused services.
- Demonstrate a commitment to recovery focused principles and practices.
- Demonstrate commitment to continuing professional development.

Communication & Interpersonal Skills

- Demonstrate effective interpersonal skills.
- Demonstrate effective written and verbal communication skills; including the ability to present information in a clear and concise manner.

	<ul style="list-style-type: none"> • Demonstrate ability to form peer relationships with service users and supportive relationships with family members. • Demonstrate the ability to interact in a professional manner with other Mental Health staff and other key stakeholders.
Campaign Specific Selection Process	A ranking and or shortlisting exercise may be carried out based on information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore, it is very important that you think about your experience in light of those requirements.
Ranking/Shortlisting/ Interview	<u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</u>
<p>This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.</p>	

Peer Connector- Cafe

Terms and Conditions of Employment

Tenure	The vacancies available fixed term part time posts (15 hours p.w.) for an 12-month period.
Remuneration	The salary scale for the post is €12,000-€16,000 at 15 hours per week.
Annual Leave	The annual leave associated with the post will be advised at job offer stage.
Probation	Every appointment of a person shall be subject to a probationary period of 6 months
Protection of Persons Reporting Child Abuse Act 1998	As this post is one of those designated under the Protection of Persons Reporting Child Abuse Act, 1998, appointment to this post appoints one as a designated officer in accordance with Section 2 of the Act. You will remain a designated officer for the duration of your current post or for the duration of your appointment to such other post as is included in the categories specified in the Ministerial Direction. You will receive full information on your responsibilities under the Act on appointment.

Solace café is delivered in Limerick by Limerick Mental Health association and funded by the HSE

