

REGIONAL DIRECTOR

East Midlands

In response to demographic changes and anticipated developments over the next 3-5 years, *Muiríosa Foundation* are reconfiguring their operational structure via introducing an **East Midlands** region. (This initiative is informed to a significant extent by the enhanced outcomes in aligning vision and service delivery arising from separating the Laois and Offaly regions in May 2016, a measure which has resulted in high penetration of practice by vision, mission, and associated values.)

The initial configuration of this region consists of the dispersed services in west Kildare. The geographic boundaries are likely to be fluid and evolving over the forthcoming 2-3 years.

Focus of the Regional Director Role

1. Ensuring that the service user experience is optimally aligned with and driven by Muiríosa vision – while compliance with statutory regulations remains an imperative, realisation of Muiríosa vision sets a higher bar than compliance regulation *per se*;
2. To give effective expression to the philosophy set out in HSE's policy development *New Directions*.
3. Strengthen awareness and effective promotion of *Muiríosa's* vision of *getting a life* – embedding self-direction, individualised supports, inclusive relationships, and the leveraging power of socially valued roles.
The desired impact is at the level of deep, enduring changes in culture rather than on management systems and processes;
4. Review current allocation of resources to ensure that they are optimally aligned with strategic objectives and efficiency;

The person appointed to this position may be required to assume the **provider representative** responsibilities in respect of the Health Act 2007 – and will join the **Management Executive Team**.

Eligibility

This is a challenging position requiring high levels of initiative, creativity, team-building, sophisticated communication capacities, personal and interpersonal resourcefulness.

We are seeking a candidate who registers strongly across this profile of attributes. Experience of the disability sector is desirable. Previous managerial experience is a requirement; experience at a senior managerial level is desirable.

Selection process

Interested candidates are advised that the selection process will be structured around a formal written submission and presentation at interview setting out:

- a) His / her track-record to date in respect of actual vision-advancing initiatives they have taken and/or experience with which he / she has been involved
- b) His / her orientation and proposals for promoting and progressing the vision and values set out in the Muiríosa statement of Vision, Mission, Core Values, February 2018 (see below, pages 2-5)

Application process

Interested candidates should apply by submitting a CV and the formal written submission to Olive Leonard, Director of Human Resources by 5pm on **Tuesday 20th March 2018**. The application documentation will inform the shortlisting process.

These positions will be remunerated at Management Admin Grade 7 (€48,495 - €63,041 LSI). (The organisation will be seeking approval from HSE to upgrade the position to Management Admin Grade 8, €66,471 - €79,678) in the context of a strategic implementation proposal.

Informal enquiries to: Brendan Broderick, Chief Executive Officer 045 532220 brendan.broderick@muiriosa.ie

Please note that for this position a panel may be formed.
The Muiríosa Foundation is an equal opportunities employer.
Muiríosa statement of Vision, Mission, Core Values, Monday 19/02/2018
(Current iteration)

VISION STATEMENT

Individuals living out a life which:

- * Best reflects the individual's will and preference;
- * Connects the individual to a rich network of relationships, with a nucleus of strong, committed, personal relationships at its core;
- * Is inclusive and valued;
- * Is meaningful and fulfilling.

SERVICE MISSION (General Statement):

Focussing and organising our resources and capacities to ensure that the individual has access to the range and level of supports which he / she requires to experience a self-directed, connected, inclusive, meaningful and fulfilling life.

Muiríosa's mission will span a range of engagements with, and on behalf of, the individual: providing direct supports; liaising and aligning with others to ensure necessary and appropriate supports are available, advocacy.

CORE COMMITMENTS WE WILL HONOUR:

1. Promoting self-directing "will and preference" over a paternalistic "best interests" perspective. Ultimately we will seek to determine our course of action and response by *doing right by the individual*;
2. Promoting inclusion – we will carefully consider our initiatives and reactions to ensure that we are not introducing or reinforcing exclusion dynamics or segregating patterns in the individual's life;
3. Recognising that the primary focus is on the individual – while we recognise the importance of families, and the individual's reliance and dependency on his or her family, *and while we will work in solidarity with families*, we recognise that the aspirations and requirements of the individual and his or her family may not always fully align and, *where appropriate*, we will hold and work the tension around not compromising what is important to the individual;

4. We recognise that the cutting edge of growth, development, and deep quality requires a level of engagement and commitment above and beyond that of the professional transaction. We will encourage and support Muiríosa staff members to invest personally as well as professionally in their engagement with individuals;
5. We will not accommodate “lesser of two evils” *solutions*;
6. We recognise that we do not operate in a black and white world, that there can be inherent tensions between competing principles and priorities, that our values have to be applied in and through the complexity of the circumstances we encounter, and commit to honour our commitments faithfully and coherently.

Values underpinning these commitments:

1. Respecting the dignity of the individual;
2. Actively valuing the uniqueness of each individual;
3. Respecting the capacity for autonomy of the individual;
4. Working in solidarity with families;
5. Building inclusive and diverse communities.

Who are our stakeholders?

1. Individuals with an intellectual disability who are being supported by Muiríosa Foundation;
2. Individuals with an intellectual disability who may be looking to Muiríosa Foundation to support them;
3. The families of those individuals with an intellectual disability referenced above;
4. Service funders and commissioners (currently HSE);
5. Muiríosa employees;
6. The general public.

Muiríosa obligations /commitments to citizens with an intellectual disability:

1. Muiríosa will support the individual to voice his / her will and preference and to self-direct his / her life in as far as is practicable;
2. Will support the individual to develop relationships and roles in their local community;
3. Will promote the individual’s human rights as articulated in the Convention of the Rights of Persons with Disabilities.

4. Will hold the line and stand in solidarity with the individual when unacceptable or inappropriate arrangements are being proposed;
5. Will bear witness to and project the dignity and value of the individual in their local community and to society in general;
6. Will safeguard and promote the aspirations and interests of the individual in circumstances where supporting his / her self-direction may introduce regulatory and other tensions.

Obligations/commitments to families:

1. Muiríosa will engage collaboratively with families to promote the rights and interests of their family member(s) with an intellectual disability;
2. Will respond in a person-centred and in a family-centred way;
3. Will support families to build and sustain their capacity to support their son and daughter to realise their rights, promote their interests, and advance their efforts to deliver “the good things in life” for their family member;
4. Will engage supportively and sensitively with families when tensions arise between what the individual wants for himself / herself and what the family wants for the individual.

Obligations/commitments to the funder:

1. Will work collaboratively, responsively, and creatively with the funder to respond to emerging and on-going aspirations and requirements of the individual with an intellectual disability and his/her family;
2. Will strive to give faithful and effective expression to national policy both in the spheres of disability, diversity, and equality;
3. Will apply public funds cost effectively and efficiently when promoting the rights and aspirations of citizens with an intellectual disability;
4. Will comply with relevant statutory regulatory requirements.

Obligations/commitments to employees:

1. Will develop and sustain engaging and fulfilling work environments where employees are encouraged and supported to give fully of themselves in service to those Muiríosa support;
2. Will create and preserve scope for all staff members to exercise initiative and judgement;

3. Will recognise that the resources of leadership and creativity are to be found at all levels within the organisation – and will ensure that adequate channels are in place for staff members to take a leading role in advancing the aspirations of the individuals they support.

Obligations/commitments to the tax payer and the public:

1. Will ensure that tax payers' money is applied in a way that optimises the value to the citizen with an intellectual disability;
2. Will manifest high levels of accountability and probity in the application of public funds;
3. Will honour and meet the statutory regulatory compliances which apply to our sector;
4. Will develop and build on informal networks of support which individuals have within their family, neighbourhood and community networks – with a view to promoting social capital in general, and the social capital in particular of diverse and inclusive communities, and also value for money for the taxpayer;
5. Will not take on commitments which we have neither the expertise nor capacity to manage but will work outside our comfort levels, recognising that personal, professional and organisational development entails a level of courage and openness to take on exposure to situations that challenges and stretches our current competencies and capacities.

Capacities which need to be in place and safeguarded to underpin a vision of self-directed inclusive lives:

1. A workforce that “gets” the vision, a workforce that internalises a fit-for-purpose working understanding of the practical implications of delivering this vision – clear visibility on the kind of outcomes and practices that are consistent with the vision and those which are mis-aligned;
2. An employee base with high levels of responsiveness and imagination;
3. Attracting and retaining staff with a strong and intrinsic motivation to “make a real difference” to the lives of individuals with an intellectual disability and their families;
4. Tenacity and resilience in *staying on vision* – avoiding complacency, avoiding settling for the lower bar of regulatory compliance;
5. A strong learning orientation;
6. A strong self-critical capacity, one that resists complacency, one that does not succumb to the seduction of high rhetoric;
7. Courage and fortitude.

Brendan Broderick
CEO