



Recruitment Pack

Family Visitor

To deliver the home-based parent education programme TinyStart to families of premature babies up to preschool age.

To provide emotional and practical support to families to ensure successful completion of the programme.

www.tinylife.org.uk



Family Visitor - Southern or Western Trust

Southern Area - 25hrs pw 🦶 **Western Area - 15hrs pw**

NJC Scale 15-20 £29,093 - £31,586 pro rata

Are you a compassionate and caring individual that can bring hope and confidence to families of premature babies by delivering TinyLife's unique TinyStart home-based programme?

In this highly rewarding role, you will engage caringly and compassionately with parents of premature children up to preschool age, providing vital emotional and practical support every step of the way. You'll empower families to build skills, resilience and joy as they complete the TinyStart journey — making a lasting difference at a time when they need it most.

If you are someone that would love to empower parents to help their child thrive, we want to hear from you.

Location

Homebased in applicable area:

The ideal candidate needs to be within the Southern or Western Trust Area

Reporting To:

Reporting To:

Project Manager

Application Process:

Application Process:

Candidates are requested to complete the application form with all relevant information and submit a covering letter. CV's will not be considered. To be considered for interview you **MUST** meet all the essential criteria.

Deadline is: 16.00 on Wednesday 16th July

Interviews: will be held week commencing 21st July*

Potential Start Date: September 2025

Fixed Term Contract: September 2025 to March 2026 (may be extended subject to funding)

**Click for
application form**

*you must be available to interview the week commencing 21st July

All applicants must have the right to work in the UK

TinyLife recognises the positive value of diversity, promotes equality and challenges discrimination. We welcome and encourage job applications from people of all backgrounds.



Join **#TeamTinyLife** Today!

Who are TinyLife?

TinyLife are Northern Ireland's only dedicated premature and sick baby charity here to help provide services both in the Neonatal Unit and in the community. Over 1700 babies are born premature each year in Northern Ireland.

As you may or may not know the neonatal journey with your baby doesn't always come easily - especially after a difficult start. That's why we're here to support parents every step of the way.

Our services are delivered across all five health and social care trusts beginning with support for parents right at the start of that journey in the neonatal units.

Once families are home, we continue that care with community-based peer support, baby massage classes and family support visits - all designed to build confidence, ease anxiety, and strengthen the connection between parent and baby.

Who we are looking for?

1. Are you a caring and compassionate person?
2. Could you deliver and implement our TinyStart homebased programme explaining various developmental concepts of preterm infants?
3. Are you passionate about empowering families to help their child/ren thrive?
4. Are you able to record on feedback on parent and child developmental outcomes?
5. Are you able to build and maintain relationships with key stakeholders?
6. Do you enjoy working as part of a close-knit team?
7. Are you able to support our TinyLife Fundraising & Communications Team with presentations and attending networking and fundraising events?





What is TinyStart?

TinyStart is a home-based developmental programme that gently supports the parent and baby as they both learn and grow. It's built around five key areas of development:

- Gross motor – how their baby moves their body, from lifting their head to crawling and walking.
- Fine motor – how their baby uses their hands and fingers to explore, grasp, and play.
- Communication – how their baby expresses themselves and learns to understand others.
- Cognitive – how their baby thinks, remembers, solves problems, and learns about the world.
- Social-emotional – how their baby forms relationships, manages feelings, and connects with their parent.

Each area is broken down into 3-month age bands to help the parent tune into their baby's unique stage — not just their corrected or actual age, but where they are developmentally.

Within each section, they will find everyday activities and ideas based on four helpful sub-themes:

-  Play
-  Health and Nutrition
-  Sensory
-  Independence



Join **#TeamTinyLife** Today!



Key Responsibilities:

Performance Results

- Take personal responsibility for performing the role in line with agreed performance objectives and the vision, aims and values of TinyLife

Family Visitor

- To educate, deliver and implement TinyLife's TinyStart Programme including actively engaging with parents referred to the programme, explaining the various developmental concepts of preterm infants so parents can support their child reach key milestones and undertake their caring responsibilities at home with confidence
- To maintain fidelity of the programme and ensure quality under the franchise arrangements
- To record feedback on parent and child developmental outcomes and seek opportunities to improve and develop the service
- Build and maintain relationships with relevant statutory, voluntary and community agencies and professionals. Including delivering presentations and attending networking and fundraising events.
- To deliver other TinyLife programmes and services as required
- To undertake relevant monitoring and support reporting



Join **#TeamTinyLife** Today!

Essential Criteria

- 3 years recent working experience within the field of education, family support, parenting support or Early Years in a voluntary, community, educational or hospital setting AND an A Level education or equivalent.

OR

- 2 years recent working experience within the field of education, family support, parenting support or Early Years in a voluntary, community, educational or hospital setting and either a health/social care professional and/or 3rd Level qualification in a relevant discipline.

Attributes	Essential
A strong understanding of the first three years of a child's development	✓
Enthusiasm and commitment to what we do with a drive to deliver exceptional service to our mothers/partners and families.	✓
Demonstrable ability to prioritise and organise within a fast-paced setting	✓
Excellent interpersonal and communication skills – both written and verbal	✓
Have a good appreciation of cultural differences and diversity	✓
Effective use of IT including Microsoft Outlook, Word and Excel and remote working platforms e.g., Zoom & Teams	✓
A full clean, current driving license and/or access to a form of transport which will enable the post holder to carry out all duties	✓
Willingness to undergo an Access NI check	✓

TinyLife is an Equal Opportunities Employer



Join **#TeamTinyLife** Today!



Desirable Criteria

- An understanding of different styles of learning
- Experience of networking with local community and statutory providers
- Experience of working with families of premature babies and young children under the age of five

Core Competencies and Behaviours:

The following competencies will be explored at interview:

- **Focus on Outcomes:** Ability to effectively plan and organise work, anticipate issues and overcome obstacles to ensure results are delivered in line with organisational goals and KPIs.
- **Teamwork and Communication:** The ability to work collaboratively to build and maintain effective relationships (both internally and externally) in line with our ethos and values.
- **Innovation, Change and Resilience:** The ability to use your initiative to think ahead and adapt well to different situations and scenarios to find solutions.
- **Service Excellence:** Strong attention to detail with the ability to ensure high quality standards and internal service excellence is consistently delivered.
- **Technical and Professional Development:** Effective use of IT including Excel and Databases

Risk, H&S, Safeguarding, Quality and Compliance:

- Ensure at all times that TinyLife's family support services are delivered in line with TinyLife policies and procedures, operate within current legislation and conform to local statutory authorities' guidelines.
- Act confidentially and take proactive steps to ensure compliance to GDPR at all times
- Adhere to Safeguarding, Health and Safety policies, procedures and practices at all times and report any risks immediately to your manager

Continuous Improvement:

- Seek opportunities to promote continuous improvement in all areas of practice

Other:

- To carry out such other duties as required within competence and reason to meet the demands and responsibilities of the post
- This job description may be subject to change in line with the changing needs and demands of the organisation



Our TinyLife values guide what we do:

Empowerment



Learning



Courage/Bravery



Inclusivity

