



Rialtas na hÉireann
Government of Ireland



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Aontas Eorpach
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JOB DESCRIPTION

Job Title:	Family Project Worker
Location(s):	CABLE Youth Diversion Project
Hours:	35 hours per week minimum
Contract Type:	Ongoing contract
Annual Leave:	29 days per annum (pro-rated)

About Foróige

Foróige is an independent, non-profit national voluntary youth organisation engaged in out-of-school youth development and education. The organisation aims to enable young people to involve themselves consciously and actively in their own development and the development of society. Foróige employs over 600 staff and involves thousands of volunteers in the creation and delivery of high-quality services to young people through the operation of over 400 Foróige Clubs and over 160 General Youth Services and Special Projects. These community-based and community-supported initiatives are run throughout the country, in rural and urban environments, and generally in partnership with various voluntary and statutory agencies. The organisation is a registered charity and is supported by a combination of statutory, philanthropic and corporate funding. Foróige is an equal opportunity employer and is committed to a policy of Equality of Opportunity in its employment practices.

Project Information

The CABLE Integrated Family Service is a partnership between Foróige, An Garda Síochána and the local community, offering structured support to identified at-risk young people and families engaged with the CABLE Youth Diversion Project. This is a key position and is part of an overall expanding project service encompassing youth and family provision. The Project is funded by the Department of Justice and has a catchment area of North Drogheda and Mid Louth.

The service provides specialist interventions and support services for:

- 1.) Identified young people, who are involved in prolific offending.
- 2.) Parents and siblings of project participants involved with or likely to be involved in prolific offending.
- 3.) Families who are engaged in anti-social behaviour/criminality and are displaying signs of dysfunction.
- 4.) Parents who struggle with their children's behaviour.

This service aims to enable young people and their families to address a wide range of issues, which are prevalent for them, and to increase their capacity in achieving their full potential in life. Interventions that will be delivered are experiential, developmental, resilience building programmes designed to promote positive coping capacities and self-care in the face of stressful and difficult circumstances. The service will operate from a strengths-based perspective.

The Family Project Worker will work alongside the existing Project staff and management, ensuring a wraparound service for participants and their families. The Family Project Worker will be part of a team of up to six professionals. The family support worker will report to the CABLE Project Senior Youth Officer.

Key Responsibilities

The successful candidate will be given a contract of employment by Foróige. It must be understood however, that if the position becomes redundant at any time during the period of the contract or if the funding for the post is discontinued or a post holder fails to perform satisfactorily, employment may be terminated.

The duties of the Family Project Worker in carrying out any functions which may be involved in or arise out of the appointment, shall be notified by the Foróige Area Manager/CABLE Senior Youth Officer, the Board of Foróige and/or its Chief Executive or nominee. These duties will include, but are not limited to:

- Working in partnership with existing CABLE Project staff and management, identifying and responding effectively to the needs of the young person and family at high risk.
- Providing an integrated response to the needs of vulnerable young people and their families.
- Providing specialised developmental programmes and outreach services to help young people and their parents/guardians learn new skills to deal with the difficult issues they face in their lives in constructive and resourceful ways.
- Enabling families to actively identify and generate solutions to their current adverse life circumstances.
- Aiding the development of knowledge, skills and attitudes which will enhance family self-confidence and promote empathy with the ideas, attitudes and feelings of others.
- Building and maintaining effective working relationships with key stakeholders in the community.
- Working with existing services to ensure that the best possible service is provided to respond positively to the needs of young people and their families.
- Engaging effectively with parents/guardians and other family members to support them in their own role with the young person.
- Assisting the young person and family to access appropriate community resources and services, i.e., provide information and support and/ or referral to relevant agencies.

- Reporting to the Senior Youth Officer or nominee as necessary and complete relevant Foróige administration and reporting relating to the role.
- Any such other relevant requirements as the Area Manager/Senior Youth Officer, Board of Foróige and/or the Chief Executive or the nominee of the Chief Executive shall deem necessary for the effective implementation of Foróige's policy and programmes.

Professional Qualifications and Experience

(E) = Essential, (D) = Desirable

- Education to Degree standard (Level 7 or above) in relevant discipline. **(E)**
- Up to one year's relevant experience of working with young people and parents/families experiencing adversity and in planning interventions in order to achieve the best possible outcomes for the young person and their family. **(D)**
- Experience in facilitating parenting and whole family programmes. **(D)**
- Demonstrable knowledge and understanding of Foróige's purpose and philosophy and approach to youth work and engaging young people and families. **(E)**
- Ability to work in an efficient manner. **(E)**
- Car owner with full driving licence. **(E)**
- Proven track record of engaging vulnerable young people and families. **(E)**

Person Specification (all Essential requirements)

- Good interpersonal skills, including ability to liaise with a wide range of contacts and build and maintain effective working relationships.
- Excellent standards of accuracy and attention to detail.
- Ability to be proactive, use own initiative and work effectively within a pressurised environment.
- Positive and flexible approach to team working.
- Good written communications skills, including ability to draft summary information and correspondence.
- Computer literate.
- Flexibility with working hours and travel are required.

Requirements of All Foróige Staff (all Essential requirements)

- Commitment to the purpose of Foróige and to work within the values, policies and procedures of the organisation.
- To act consistently in a professional manner at all times.
- To participate in regular supervision with your immediate line supervisor.
- Flexibility in relation to hours of work to meet the needs of the work. Work during unsocial hours will be required.
- Identify training needs with your line manager and participate in training opportunities appropriate to the role.
- To undertake other duties as may be requested by the Chief Executive Officer of Foróige or their nominee.

About Youth Diversion Projects

Now is an exciting time in the development of youth justice services and interventions in Ireland. The Youth Justice Strategy 2021 to 2027 brings with it more opportunities than ever to make a difference in the lives of young people, families and communities. The vision of the Strategy is “Collaborating across all sectors of government and society in the development and delivery of opportunities for children and young people, to harness support in their families and communities in order to strengthen their capacities to live free from crime and harm”. The Strategy focuses on maximising the opportunities for promoting positive behaviour change in young people who are at risk of coming into contact with the youth justice system. The Strategy is grounded in the real-life experiences of these young people in Ireland, having been developed following a comprehensive process of consultation with a broad range of stakeholders invested in the lives of at-risk young people, their families and communities. It takes a rights-based approach to working with young people at risk, and is underpinned by a “no wrong door” principle outlining a commitment to child centred wrap around services. The Strategy emphasises the development of evidence informed programmes, interventions and supports, across all areas of the youth justice system including court processes, detention and legislation, as well as early intervention and diversion measures.

The Strategy prioritises implementation of measures to enhance the existing Youth Diversion Projects (YDPs). YDPs are community based, multi-agency, youth crime prevention initiatives which primarily seek to divert young people involved or at risk of becoming involved in criminal/anti-social behaviour away from the criminal justice system by providing suitable activities to facilitate personal development, promote civic responsibility and improve long-term employability prospects. A significant development is the expansion of YDPs, ensuring full geographical coverage, so that every young person who requires a service, will have access to it. In addition, comes the development of a range of more specialised interventions integrated into the YDPs, including initiatives for Early Intervention, Family Support and working with harder-to-reach children and young people.

All interventions delivered through Foróige YDPs, are needs led, evidence based and outcomes focused with a view to reducing the likelihood of a young person offending or re-offending. As such, the interventions vary from project to project and initiative to initiative,

based on the individual needs and circumstances of the young people, their families and their communities. Interventions can take place in both group and one to one settings, on site in a project premises, or reaching out to the community and other suitable spaces.

Benefits

Salary: Salary will be dependent upon qualifications and experience and in line with the Foróige Youth Officer Salary Scale: €37,436, €38,994, €40,552, €42,113, €43,671, €45,235, €46,798, €49,127, €51,457. Starting point for this role will be between point 1 and point 5.

Annual Leave: The Worker will be entitled to 29 days annual leave pro rata plus public holidays. The needs of the job must be considered when applying to take this leave.

Pension: Contributory pension benefits.

Training & Development: Structured onboarding together with a 9-day Foróige Induction Programme. Ongoing CPD.

Study Leave: Up to 5 days paid Study Leave per year of course.

Organisation Culture: Support & Supervision policy and practises that supports your professional development.

EAP: 24/7 Employee Assistance.

Career Break: Up to 2 years Career Break after 3 years' service.

Unpaid Leave: Up to 6 months Unpaid Leave Break after 1 year service.

Flexible Work: Flexible work practices that support work life balance.

Maternity and Paternity Benefit: Top up Maternity and Paternity Benefit pay.

Other Information

- Garda Vetting:** Candidates under consideration for employment in Foróige will be subject to Garda Vetting.
- Hours of work:** You will be expected to work a minimum of 35 hours per week, with 70% of those hours direct contact hours with young people/families. The position will require flexibility in relation to working hours. It is expected that the Worker will work at late evenings and regular weekend work.
- Travel:** This post will involve domestic travel within Ireland and occasional meetings. Travel and expenses will be paid in accordance with appropriate Foróige rates.
- Base:** The employment base will be the Cable Project, Moneymore, Drogheda, County Louth. The base is subject to change and dictated by the service demands.
- Applications:** Applications for this role should be made by way of a Foróige application form which is available [here](#).

Foróige is committed to a policy of Equality of Opportunity in its employment practices.

Note: A panel may be formed from which future positions funded from a variety of sources may be filled.