



Rialtas na hÉireann
Government of Ireland



Có-mhaoinithe ag an
Aontas Eorpach
Co-funded by the
European Union



Job Title: Senior Youth Justice Worker, **NOW YDP**

Number of Posts: 1 (Fixed Purpose , Maternity Leave Cover)

Locations: Base; Tallaght Project catchment; Rathfarnham, Terenure, Rathmines

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 Foróige Clubs, Youth Services and Projects. These community-based and community-supported initiatives are run throughout the country, in partnership with various voluntary and statutory agencies. Foróige is a registered charity 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 & role information

The **NOW Project** is a Youth Diversion Project that supports and engages young people in the Rathfarnham, Terenure & Rathmines Garda Sub District areas including Whitechurch, Firhouse, Knocklyon, Templeogue, Nutgrove and surrounding areas. The project currently employs one Senior Youth Justice Worker, two Family Support Workers and five Youth Justice Workers

Youth Diversion Projects are Community based, multi-agency youth crime prevention initiatives which seek to divert young people who have been involved in anti-social and/or criminal behaviour by providing suitable activities to facilitate learning and personal development, promote civic responsibility and improve long-term employability prospects. The projects also work with young people who are at risk of becoming involved in anti-social and/or criminal behaviour. By doing so, the projects contribute to improving the quality of life within communities and enhancing Garda/community relations.

The NOW YDP is part of a network of Youth Diversion Projects funded by the Department of Justice and the European Social Fund in conjunction with An Garda Síochána and managed by Foróige.

We are currently recruiting a Senior Youth Justice Worker for a maternity leave cover in the NOW Project.

Key Responsibilities

- Leading and supporting the work of the Youth Diversion Project, in conjunction with the Area Manager
- Supporting and supervising the team of project staff and overseeing staff recruitment where required
- Delivery of youth justice interventions to young people.
- Identifying the needs and strengths of young people and their families, and developing case plans to respond to them effectively.
- Ensuring that the YDP interventions are needs led, evidence based and outcomes focused.
- Working in partnership with local agencies, in responding to the needs of young people at risk of offending or reoffending.
- Coordinating and supporting the work of the YDP Advisory Committee and Referral Assessment Committee.
- Ensuring compliance with Foróige policies, procedures and guidelines, and YDP Operational Requirements.
- Ensuring that plans and reports are completed in line with the expectations of the funder.
- Initiating and contributing to local, regional and national initiatives, committees and structures in relation to responding more effectively to the needs of young people.
- Building and maintaining relationships with local stakeholders, particularly An Garda Síochána and other services engaged with young people in the catchment area.
- Administration, budget and resource management including compiling plans and reports as required by the funder and ensuring that deadlines are adhered to.
- Any such other relevant duties as the board of Foróige and/or the Chief Executive Officer or the nominee of the Chief Executive shall deem necessary for the effective implementation and the policy and programmes of Foróige and the Youth Diversion Project.

Professional Qualifications and Experience (E=Essential; D=Desirable)

- Education to minimum Degree level (Level 7 NFQ) in a relevant discipline (E)
- Previous line management and supervision experience (D)
- A minimum of 3 years' experience of working with young people and families experiencing adversity in their lives and in planning interventions in order to achieve the best possible outcomes. (E)

- Experience working with families and parents particularly in delivering parenting and whole family programmes (E)
- Experience in establishing, leading and coordinating new and innovative responses to youth needs. (E)
- Ability to work in an efficient manner and to lead and motivate others. (E)
- Full driving licence & access to a car. (E)

Person Specification (All Essential requirements)

- Ability to build and maintain effective relationships with young people
- 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 working as part of a team
- Excellent written communications skills, including report writing and the ability to draft summary information and correspondence.
- Ability to follow organisational guidelines and processes.
- Good computer skills, including Word & Excel, PowerPoint and Social Media skills

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 line manager
- 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

National Youth Justice Strategy

The National Youth Justice Strategy 2021 to 2027 has created 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 existing Youth Diversion Projects (YDPs) including the expansion of YDPs, ensuring full geographical coverage, so that every young person who requires a service, will have access to it. The strategy will also support the development of a range of new supports & interventions within 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: Senior Youth Officer Scale: €52,883, €54,851, €56,823, €58,793, €60,759, €62,725 pro rata

Annual Leave: 29 days annual leave plus Good Friday

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

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. The position will require flexibility in relation to working hours. It is expected that you will work some late evenings/ nights per week and some 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.

Applications: Please complete the Foróige Application form online [here](#)