



Donegal Peace Connect to Citizenship Project

JOB DESCRIPTION

JOB TITLE: Project Worker

PROJECT: Donegal Peace Youth Citizenship Project

LOCATION: Letterkenny base-with outreach to other areas

HOURS: 1 POST 17.5 HRS MINIMUM – Fixed term contract ending June 2027

ANNUAL LEAVE: 29 DAYS (PRO RATA-BASED ON FULL TIME POST)

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 600 Foróige Clubs and over 140 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.

Donegal Peace IV Connect to Citizenship Youth Project Information

This programme from June 2025 to June 2027 will target disconnected and isolated young people (10-18) years old from different backgrounds including refugee or minority ethnic communities, and young people often feeling isolated due to sexual orientation, disability, religion, or other factors relevant to under representative groups; as well as engaging young people from 'majority' communities.

The Programme aims to enable young people to be empowered, motivated, build positive relations and create a new generation of active citizens, to help make positive change to their community through participation.

Programme elements will include resilience building, empathy, health and wellbeing, leadership, and skills development. The programme will focus on inter-culturalism through building resilience both

individually and collectively to combat social isolation, racism, and sectarianism, recognise and understand differences, unite communities, and contribute to peace and prosperity within the County.

The programme will also help to further relationships and understanding through social actions, workshops, experimental learning, and other initiatives and activities. The programme will also support sustained contact between young people from different ages and/or backgrounds and/or ethnicities and provide opportunity for confidence-building and creative expression to help young people better integrate to their school and youth environments.

The programme will collaborate with local communities, public agencies, and community-based organisations, to recruit young people from referrals from public agencies, on-street engagement through promotional work, and social media, and attendance at youth clubs.

The desired outcomes of this Peace Programme would align to the National Policy Framework for Children and Young people, the Children and Young Peoples CYPSC plan for Donegal, the Donegal Local Economic and Community Plan, Healthy Ireland Strategic Action Plan & the Connecting for Life Strategy for Donegal.

KEY RESPONSIBILITIES

The successful candidate will be employed by Foróige and will be given a contract of employment for a fixed term. 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 Connect to Citizenship Project worker in carrying out any functions, which may be involved in or arise out of the appointment shall be as notified by the board of Foróige and/or its Chief Executive Officer and/or the nominee of the Chief Executive Officer from time to time. These duties will include but are not limited to the following;

- Develop a needs-based framework programme to include leadership, health and wellbeing, resilience and empathy building, citizenship, equality and diversity, advocacy, capacity building, creative feedback etc, and accreditation where possible.
- Empower young people to shape their own lives and that of their communities.
- Engage young people from all backgrounds across Donegal and ensure cross-border elements within programme delivery.
- Create opportunities for social interaction to break down barriers, change behaviours and attitudes, and promote reconciliation and mutual respect.
- Increase community/participants' confidence through taking part in the programme.
- Enable young people to demonstrate improved communication skills, collaboration, and civic responsibility and increase their understanding of the impact of racism or sectarian behaviour.
- Target young people and others to better integrate into their school and youth environments.
- Host showcasing events/presentation
- Reach targets set to include delivery of a minimum of 3 Programme Modules / Min 6 facilitated sessions/activities/initiatives.
- Reach targets set for inclusion of a min of 265-300 young people to participate in the programme with sustained contact of a minimum of 15 hours of facilitated content who will achieve specified learning and delivery outcomes.
- Recruit participants from various target backgrounds including different faith, ethnicities and geographic backgrounds including each MD, and across equality groups.
- Assist in uniting and reconciling communities, build social cohesion on a cross-community/border basis, and build a shared and better future for all.
- 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 of Foróige's policy and programmes

PROFESSIONAL QUALIFICATIONS AND EXPERIENCE (E) = Essential, (D) = Desirable

- Education to National Diploma or Degree standard preferably in Youth / Community Work (note: candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications) **(E)**
- A minimum of 1 year relevant work experience **(D)**
- Access to car and full driving licence **(E)**
- Ability to engage target group **(E)**
- Paid or voluntary, experience working with young people **(D)**
- An understanding of Youth Work and Community Work methodologies **(D)**

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
- Good written communications skills, including ability to draft summary information and correspondence, good report writing skills.
- Ability to follow organisational guidelines and processes.
- Good computer skills, including Word, Excel, Internet, PowerPoint and Social Media

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 may 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 board of Foróige and /or the Chief Executive Officer of Foróige or their nominee from time to time

ADDITIONAL CONSIDERATIONS FOR THE ROLE

- Funding:** It must be understood that if the funding for the post is discontinued the post holder's contract may be terminated.
- Medical:** The successful candidate will be required to complete a medical questionnaire / undergo a pre-employment medical.
- Garda vetting:** As our work involves contact with young people, candidates under consideration for employment in Foróige will be subject to Garda vetting.
- References:** The successful candidate will undergo 2 reference checks before commencing employment with Foróige.

Annual Leave: The Youth Officer will be entitled to 29 days annual leave pro rata plus public holidays-this is based on a 35 hour contract, so will be adjusted accordingly for this part time post. The needs of the job must be considered when applying to take this leave.

Hours of work: The Part Time Youth Officer will be expected to work a minimum of 17.5 hours per week. Please note this position will require flexibility in relation to working hours. It is expected that the Youth Officer will work some late evenings (up to 11pm) and some weekend work.

Salary: The salary for this position will be based on the Youth Officer salary scale
€37,436, €38,994, €40,552, €42,113, €43,671, €45,235, €46,798, €49,127,€51,457

Travel: This post will involve some domestic travel within Ireland and occasional meetings. Travel and expenses will be paid in accordance with appropriate Foróige rates.

Base: The employment base for this role will be Donegal (exact location to be confirmed upon appointment).

Applications: Please apply by Foróige application form

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