



## Job Description

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| Job Title:     | Youth Officer                                                             |
| Project:       | Youthrive, Early Intervention Youth Mental Health Service, Cavan-Monaghan |
| Contract Type: | Ongoing                                                                   |
| Reporting to:  | Foróige Area Manager                                                      |
| Hours:         | 35 hours per week minimum (flexible working hours)                        |

### 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 500 Foróige Clubs, the Big Brother Big Sister Programme and over 190 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 Cavan-Monaghan early intervention youth mental health service, Youthrive, is an initiative, providing brief interventions and support for targeted young people 12 - 25 years old that do not reach the threshold for access to Children and Adult Mental Health Services (CAMHS). The Project is funded by the Health Service Executive.

The aim of the service is that young people in Cavan-Monaghan are engaged and supported around their mental health needs, ensuring that they receive the right support at the earliest possible time, in a youth friendly/appropriate environment. The service, which is free, seeks to empower and support marginalised young people, co-developing services and promoting mental health and wellbeing. The Service offers structured support to identified, at-risk young people. The service employs a Senior Psychologist, Clinical Nurse Specialist, one Youth Mental Health Support Worker (non-clinical) and an Administrator.

As part of this team there is a very exciting opportunities for a candidate with an interest and capability in this area. The Youth Mental Health Support Worker (YMHSW) will be employed by Foróige and will be given a contract of employment for an initial fixed term. The Youth Mental Health Support Worker will work as part of the overall youth mental health team and be supervised by the Foróige Area Manager.

- The early intervention service is based upon the development of strategies, practices and services to recognise and support young people to seek help for their mental health at the earliest possible point. The service focuses on developing collaborative and participatory approaches and activities. The model of early intervention youth mental health involves:
- Strategies to promote early identification of mild to emerging mental health difficulties including the promotion of mental health literacy of young people and their key supporters to better understand signs that a young person may be struggling with their mental health, reduce fear of stigmatisation

and to improve a young person's experience of the service.

- Practices that support accessible and acceptable mental health service delivery, designed by and for the needs of the young people. Services that ensure young people receive strengths based therapeutic interventions at the earliest sign of an emerging mental health difficulty before more serious mental health difficulties develop.
- Non-clinical interventions that seek to engage young people in programmes enhancing their personal and social development and integration into their community and strengthening their protective factors. Programmes are flexible, at times when young people are available, non-stigmatising and using a variety of accessible approaches and locations.
- The Service aims to meet a clearly identified need and to respond in a comprehensive, holistic way to the needs of vulnerable young people while also providing guidance to their families. The non-clinical interventions that are 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 is based on need across the region and will be blended to include face to face, group work, phone, online and virtual delivery methods.

### **Target population**

The service supports young people 12 to 25 years old, presenting with emerging mental health difficulties or mild to moderate mental health challenges. Young people will be referred to the service from a variety of sources, including self-referral.

### **Principal Responsibilities**

The YMHS Worker will be employed by Foróige and will be given a contract of employment. 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 Services base is Monaghan town and the catchment area is Cavan-Monaghan.

The duties of the Youth Mental Health Support Worker will include:

1. Developing planned intervention responses for vulnerable young people, 12-25 years old, referred to the service in partnership with the Youthrive staff team and local stakeholders. In addition, working with local youth organisations to develop and facilitate programmes and initiatives that support and contribute to the promotion of youth mental health within the region.
2. Facilitating direct interventions for those vulnerable young people within their own community, which are needs and strengths led, that will enable them to develop their capacity and inner strength to reconnect and integrate into their community.
3. Working with vulnerable young people referred to the service using a social prescribing framework with a view to exploring alternative hobbies and interests, enabling the young person to develop in areas of personal effectiveness, self-esteem, confidence, social competence, character development and educational achievement. Working with existing youth service providers and key stakeholders is a key aspect of the work.
4. Undertaking Community outreach to initiate and maintain contact with young people at risk of disengagement from services and community.
5. Aiding the development of young people's mental health literacy skills and attitudes which will enhance their self-confidence and promote positive mental health within the community. The service will work closely with schools and other education institutions and youth organisations in achieving this.
6. Engaging effectively with parents/guardians and other family members to support them in their own role with the young person.
7. Advocating on behalf of young people in the target cohort and in consultation with other key stakeholders.
8. Identifying referral pathways, signposting and linking young people into a range of youth and mental health services including primary health, child protection, housing, legal, justice, employment/educational and recreational activities.
9. Participating in regular supervision with the Foróige line manager or his/her nominee.

10. Completing accurately and submitting on time any standard clerical or reporting procedures e.g.: expenses, quarterly performance reports, annual plans etc.
11. Operating efficient office procedures in line with the data protection act and GDPR compliance requirements.
12. Identifying training needs with the Foróige line manager and participating in training opportunities appropriate to the role.

## Professional Qualifications and Experience

*(E) = Essential, (D) = Desirable*

- Education to minimum Degree level (Level 7 NFQ) in a relevant discipline e.g. mental health, youth work, health promotions, social care, psychology, public health, therapy, CBT, education and other relevant disciplines. **(E)**
- Minimum of one years relevant experience of working with young people experiencing adversity and in designing, planning and facilitating interventions in order to achieve the best possible outcomes for the young person. **(D)**
- Experience in working with families and parents, facilitating parenting and whole family programmes. **(D)**
- Ability to work in an efficient manner. **(D)**
- A full driving licence and access to a car. **(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 facilitation skills.
- Proven ability to successfully engage young people.
- 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. Work during unsocial hours may be required.
- Commitment of ongoing Continuous Professional Development.

## Additional Considerations for the Role

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| <b>Funding:</b>       | It must be understood that if the funding for the post is discontinued the post holder's contract may be terminated.                                                                                                     |
| <b>Garda vetting:</b> | As our work involves contact with young people, candidates under consideration for employment will be subject to Garda vetting.                                                                                          |
| <b>References:</b>    | The successful candidate will undergo 2 reference checks before commencing employment.                                                                                                                                   |
| <b>Salary:</b>        | The salary for the Youth MHS Worker will be based on the Foróige Youth Officer Scale, up to point two for this role (pro-rated): <b>€37,436, €38,994, €40,552, €42,113, €43,671, €45,235, €46,798, €49,127, €51,457.</b> |

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| <b>Hours of work:</b> | The Youth Officer, Mental Health Support Worker will be expected to work a minimum of 35 hours per week, with a minimum 70% of service effort to be dedicated to working with young people. The position will require flexibility in relation to working hours. It is expected that the Youth Officer, Mental Health Support will work late evenings per week and regular weekend work. |
| <b>Annual Leave:</b>  | The Youth Mental Health Support 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.                                                                                                                                                                                                |
| <b>Base:</b>          | The base will be Monaghan Peace Campus, Monaghan town. The service will use a variety of suitable locations throughout the region in providing services to young people.                                                                                                                                                                                                                |
| <b>Travel:</b>        | This post will involve domestic travel within Ireland and occasional meetings. Travel and expenses will be paid in accordance with appropriate rates.                                                                                                                                                                                                                                   |
| <b>Applications:</b>  | Applications for this role should be made by way of the <u><a href="#">Foróige job application form</a></u> found <u><a href="#">here</a></u> .                                                                                                                                                                                                                                         |

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