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An Roinn Dlí agus Cirt,
Gnóthaí Baile agus Imirce
Department of Justice,
Home Affairs and Migration



JOB DESCRIPTION

Job Title: Youth Worker

Project: SEM Project - New Choices Programme

Location: Ashbourne

Type of contracts: ongoing

Responsible to: Foróige Area Manager

No of hours: 35 per week minimum

Annual leave: 29 days per year (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 180 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 supported by a combination of statutory, philanthropic and corporate funding. Foróige is committed to a policy of Equality of Opportunity in its employment practices.

Project information

The SEM Garda Youth Diversion Project is a community based, multi-agency youth crime prevention initiative which primarily seeks to divert young people who have been involved in anti-social and/or criminal behaviour by providing suitable activities to facilitate personal development, promote civic responsibility and improve long term employability prospects. The project also works with young people who are significantly at risk of becoming involved

in anti-social and/or criminal behaviour. The SEM Project, with bases in Duleek and Ashbourne, has a catchment area for South East Meath.

The New Choices Programme is a Department of Justice pilot, funded under the Community Safety Innovation Fund, aimed at establishing models of best practice within Youth Diversion Projects for working with young people who are at risk of early school leaving and who are at risk of or are in contact with the youth justice system.

The programme works with Schools, Education and Welfare Services, Education institutions, Youth organisations and other stakeholders to provide a wraparound service for young people, primarily in an out of school setting, engaging them in pro-social programmes and activities aimed at supporting education retention.

The target group is 8-16 year olds.

The programme has three key elements:

1. Pro-social engagement
2. Behaviour modification
3. Academic learning and engagement

The Youth 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.

Key Responsibilities

The duties of the Youth Worker shall be notified by the Board of Foróige and/or their nominee and will include:

- Engaging young people in the New Choices programme.
- Developing programme and initiatives to enhance personal and social development and the skills that contribute to full participation in education.
- Providing an informal, youth centred, safe place where young people feel supported to work on their own development and resilience leading to a planned return to mainstream education.
- Exploring antisocial attitudes, pro-criminal values and beliefs with young people and working towards diverting them from involvement/further involvement in anti-social and criminal behaviour.
- Assessing the needs and risks of the target group and creating an individualised learning plan for each participant.
- Assessing regularly the young people's progress and adjusting their learning plan based on changing needs/risks.
- Building and maintaining relationships with the young people, tutors, education providers, EWOs, parents, employment sectors, youth services, Gardai, TUSLA and any external agencies who may be involved in the young people's lives.
- Organising and attending regular meetings with parents, schools, EWOs, youth

services and any other relevant agencies involved.

- Operating efficient office procedures, administration systems and completing reports.
- Planning your own work schedule and set work targets in consultation with the line manager, the Foróige Eastern Area Manager.

Professional Qualifications and Experience: (E) = Essential, (D) = Desirable

- Education to Degree standard (Level 7) preferably in Youth Work / Youth Justice / Drugs & Alcohol / Health Promotion Work (note: candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications) **(E)**
- A minimum of 1 year relevant full time work experience **(D)**
- Access to car and full driving licence **(E)**
- Paid or voluntary, experience working with young people **(E)**
- Experience in recruiting target group **(E)**
- Programme design experience **(E)**
- Experience in facilitating evidence based programmes **(D)**
- Experience in facilitating tech space and/or other similar technologies **(D)**

Person Specification: all essential requirements

- Ability to engage the target group.
- Passionate about the importance of education in the lives of young people.
- Understanding and ability to manage challenging behaviour.
- Excellent organisational skills.
- Excellent interpersonal skills, including ability to liaise with a wide range of contacts, build and maintain effective working relationships.
- Ability to be proactive, use own initiative and work effectively within a pressurised environment.
- Positive and flexible approach to the work.
- Good written communications and written skills, including ability to draft summary information and correspondence.
- Excellent computer skills.

Requirements of 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.
- 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.

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 wraparound 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.

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: 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 this role will be Point 1.

Annual Leave: 29 days annual leave pro rata 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 of

Service.

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

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

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](#).

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