Job Title: Youth Justice Worker

Number of Post(s) & Contract Type: 1 x Ongoing Contract

Location(s): Donegal

About Foróige

At Foróige, you're not just taking on a job- you're joining a movement that empowers young people and transforms communities. With over 600 dedicated staff and thousands of volunteers, we work together to create impactful change through innovative programmes, clubs, and services.

Foróige is an independent, non-profit national voluntary youth organisation engaged in out-of-school youth development and education. The purpose of the organisation is to enable young people to involve themselves consciously and actively in their own development and the development of society.

About the Project

Working in a Youth Diversion Project, regardless of the role, will allow you to take a journey with young people and families, who are often the most marginalised and disadvantaged. Many have faced great obstacles, tragedy and adversity in their lives, yet are inspiring in their ability to cope, bounce back and often flourish, once given the appropriate opportunities and supports. Foróige's philosophy underpins all of our work and this supports our passionate belief in the importance of giving second chances and opportunities to young people regardless of their circumstances. These projects are part of a network of Youth Diversion Projects; funded by the Department of Justice and by the European Social Fund and Dormant Accounts, in conjunction with An Garda Síochána under the new Youth Justice Strategy 2021 – 2027 and will be managed by Foróige.

Donegal shares a land border with Northern Ireland and the Donegal Youth Diversion Project engages with young people living in Donegal who may be offending, or at risk of offending, in Northern Ireland. The project works in partnership with An Garda Síochána, including the Garda Youth Diversion Bureau and Juvenile Liaison Officers (JLOs), the Police Service of Northern Ireland (PSNI), and Youth Justice Northern Ireland to support early intervention and coordinated responses that promote positive outcomes for young people.

Key Responsibilities

- Assessing and responding to the needs of young people at risk of offending or re-offending.

- Engaging, building and maintaining strong, positive relationships with the target group on both a one to one and group basis
- Engaging these young people in a process of learning and development that will enable them to examine their own offending and to make positive lifestyle choices that will protect them from involvement in criminal, harmful or socially unacceptable behaviours.
- Designing, implementing and evaluating creative and responsive outcomes focused case plans and interventions for project participants.
- Engaging and supporting parents/ guardians to engage effectively in their young person's social and personal development to facilitate positive behaviour change.
- Ensuring compliance with Foróige policies, procedures and guidelines.
- Operating in accordance with the YDP Operational Requirements.
- Completing accurately and on time all of the administrative requirements of the project.
- Attending YDP advisory committee and referral assessment committee meetings as required and preparation of reports for same.
- Networking, co-operating, and enlisting the support of other agencies/organisations and community groups to enhance the development opportunities for project participants.
- Attending committee and team meetings as required by Management, Project Committee and Funders.
- 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.
- Working collaboratively as part of the YDP team and the wider Foróige team.
- 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.

Additional Responsibilities:

- Support engagement with young people living in Donegal who may be offending, or at risk of offending, in Northern Ireland.
- Work in partnership with An Garda Síochána, the PSNI and Youth Justice Northern Ireland to support coordinated responses for young people.
- This role will predominantly support work in the border areas of Donegal, reflecting the partnership work required with services in Northern Ireland.

Professional Qualification, Experience (D: Desirable; E: Essential)

- Education to Degree standard preferably in the area of Youth/ Justice/ Social / Community Work (E) (candidates with exceptional relevant work experience may also be considered in lieu of degree qualifications)
- Relevant paid or voluntary experience of working with young people (E)
- 1 years' experience in a YDP or similar Youth Work role. (D)
- Experience and understanding of YDP work and of working with young people facing adversity (D)
- Access to a car and full driving licence. (Essential)

Person Specification (Essential)

- Ability to build and maintain effective relationships with young people
- 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 verbal and written communication skills
- Ability to follow organisational guidelines and processes.
- Knowledge and experience of systems, processing and administration
- Flexibility in relation to hours of work to meet the needs of the work

Benefits to Support You

Salary: Foróige Youth Officer Scale: €38,558, €40,163, €41,769, €43,376, €44,982, €46,592, €48,201, €50,601, €53,001

The highest starting point for this role will be point 3 and will be dependent on experience.

Annual Leave: 29 days annual leave plus Good Friday.

EAP: 24/7 Employee Assistance.

Pension: Contributory pension benefits.

Bike to Work Scheme

Commuter Travel Tax Saver Ticket

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 practices that supports your professional development.

Progression Opportunities

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

Unpaid Leave: Up to 6 months Unpaid Leave Break 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.

Visa: Foróige is not in a position to sponsor work permit applications. All applications should hold a valid work permit and permission for ROI.

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 (for full time this will be up to 3 late evenings) 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

All information related to Foróige, our annual report, our work, our projects and services is available on our website - please see www.foroige.ie for additional information.