



Job Title:	Youth Integration Support Worker
Project:	Foróige Youth and Family Support Service Mayo
Location:	Mayo (Location will be discussed with successful candidates)
Type of contract:	Ongoing, Subject to Funding
No of hours:	35 hours per week
Annual leave:	29 days per year (pro-rated)

JOB DESCRIPTION

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 400 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, the Big Brother Big Sister Programme 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.

PROJECT INFORMATION

The successful candidate will be employed by Foróige as a Youth Integration Support Worker. Mayo, Foróige Youth and Family Support Service is jointly managed by Foróige and Tusla, the Child and Family Agency. The project provides a range of interventions/services, particularly targeted at young people at risk, including the development of community based youth groups, the operation of intensive group work programmes, individual programmes, special interest preventative programmes and family programmes to support young people to promote positive coping capacities and self-care in the face of stressful and difficult circumstances.

They will have responsibility for delivering a service to targeted young people particularly those who are ethnically diverse or marginalised and planning interventions in order to achieve the best possible outcomes in County Mayo. The service will provide a range of interventions, particularly targeted at young people from Ukraine and young people who have newly arrived in Mayo. The service will aim to contribute to community based youth groups, the operation of intensive group work programmes, individual programmes, special interest preventative programmes, residential based support and therapeutic interventions to support young people (10 – 18 years) throughout County Mayo.

KEY RESPONSIBILITIES

The successful candidate will be employed by Foróige and will be given a contract of employment for 12 months. 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 Project Worker shall be notified by the board of Foróige and/or its Chief Executive or nominee. These duties will include:

- Facilitating and supporting the identified needs of young people in County Mayo with a focus on targeted young people particularly those who are ethnically diverse or marginalised .
- Assess the needs and interests of young people in County Mayo with a particular focus on the target group including Ukrainian and IPAS young people aged 10- 18 years with a particular focus on integration within the geographical area.
- The Youth Integration Support Worker will act as a support person for Ukrainian and young people newly arrived in Mayo.
- They will coordinate day to day activities and organise support that will include providing advice, guidance and translation support where necessary.
- They will work as part of the Mayo Youth and Family Support team to support young people to attend the current services in the county and refer young people to other Foróige services and relevant agencies as necessary.
- Represent the service on relevant and various interagency fora as required.
- Develop and implement programmes based on the identified needs.
- Deliver programmes which promote youth participation and inclusion.
- Plan, implement and evaluate all programmes including school holiday programmes for young people in the target group. These programmes will often be residential based.
- Deliver Individual Support to young people who are experiencing difficulties and are marginalised.
- Meet the reporting standards required by Tusla by maintaining records and observing professional standards in respect of confidentiality, child protection and data protection.
- Networking and liaising with other agencies/organisations/referrers and community groups in the area in order to initiate and contribute to responses to meet youth needs.
- Promote the service to potential users and the wider community.
- Support parents of the young people engaging in the project when appropriate.
- Any such other relevant duties as the board of Foróige and/or the Chief Executive or the nominee of the Chief Executive shall deem necessary for the effective implementation of Ballyhaunis Youth project and the policy and programmes of Foróige.

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

- Education to National Degree standard. (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 with young people **(E)**
- Access to car and full driving licence **(E)**
- High level of motivation / ability to work on own initiative **(E)**
- Ability to work as part of a team of staff and volunteers **(E)**
- Experience in delivering and designing Health and Well Being Programmes (D)
- Ability to build and maintain relationships with relevant funders and local agencies (D)
- Ability to work as part of a multidisciplinary team (D)
- A working knowledge of the area (D)

PERSON SPECIFICATION – all **essential requirements**

- An understanding of Youth Work and Community Work methodologies.
- Understanding of the barriers and issues facing immigrants (including refugees) and obstacles in accessing services in Ireland.
- Ability to engage target group

- Skills in empowering others and facilitating development
- Empathetic attitude / approachable
- 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 team working
- Good written communications skills, including ability to draft summary information and correspondence.
- Good computer skills, including Word processing, MS Access, Excel, Internet and PowerPoint.

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 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.
- 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 Project 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.
- Hours of work:** The successful candidate will work a minimum of 35 hours per week. The position will require flexibility in relation to working hours. Out of hours and weekend work may be required. The majority of working time will be late evenings and weekends.
- Salary:** Salary will be dependent upon qualifications and experience. It will be based from the Youth Worker scale: €38,558, €40,163, €41,769, €43,376, €44,982, €46,592, €48,201, €50,601, €53,001
- 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 will be discussed with the successful candidates and the position covers County Mayo.
- Applications:** Applications should be made by way of the Foróige application form [here](#).

