



Arna chomhchistiú ag
an Aontas Eorpach
Co-Funded by the
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ciste na
gcuntas diomhaoin
the dormant
accounts fund



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



Job Title: Senior Youth Officer, YDP Support & Supervision

Number of Post(s) & Contract Type: 1 X 3 year fixed term contract

Location: Negotiable

Why Work with 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 Role & Project

Foróige is creating a Support and Supervision Project Team to build the capacity of the Foróige Youth Diversion Project Network and identify and provide support and enhance supervision capacity across the organisation to achieve better outcomes for young people in the projects.

The Youth Diversion Projects are part of a network of Youth Diversion Projects; funded by the Department of Justice, Home Affairs and Migration (DOJHAM) and by the European Social Fund and Dormant Accounts, in conjunction with An Garda Síochána and is managed by Foróige. The introduction of the support and supervision funding line in Youth Diversion Projects has created an expectation for improved practice of youth diversion staff and consequently better outcomes for young people. It will provide a unique development within Foróige for the benefit of all young participants of YDPs and in wider projects.

During 2025 and early 2026, significant work was undertaken to progress this work including a literature review, extensive consultation and the



development of a Project Plan. The work of the Support and Supervision Project Team will be based on the report that was produced in 2026.

Foróige will employ a Senior Youth Officer and a small team to ensure quality support and supervision to front -line workers and better outcomes for young people.

Key Responsibilities

The duties of the Senior Youth Officer 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 from time to time. These duties will include but are not limited to:

- To progress the DOJHAM model for supporting change and output of a YDP, to encompass the formation of purposeful change relationships with young people and to enable an enhanced support and supervision model throughout the organisation.
- Leading and line managing the Support and Supervision Project Team
- With the support of the Director of Support Services and in partnership with the Director of Training, Programmes & Research and the Director of Targeted Services review the existing Support and Supervision Project Plan Supporting the team in the review, implementation and co-ordination of the theSupport and Supervision Plan
- Working in partnership with HR, TLD, Area Managers, IT to ensure co-ordination with all relevant stakeholders and implement enhanced and revised supervision across the organisation
- Utilising the consultation of 2025 and the LNA research, identify and implement appropriate training for Senior Youth Officers and supervisors
- Develop policies and processes for the organisation, administration and recording of supervision for all staff and embedding such processes in the day to day work of line managers
- Production of reports for Managers, Senior Youth Officers and directors in the organisation.
- Working in partnership with Senior Youth Officers to ensure implementation of best practices and ongoing changes required



from Department of Justice, Home Affairs and Migration relevant to YDPs

- Review, facilitate and source enable internal supports such as seminars and trainings for Youth Diversion Projects
- At the end of 30 months produced a comprehensive report on the progress of the Support and Supervision project and make recommendations for further required work and resourcing
- Ensure the implementation of the fundamental purpose and philosophy of Foróige.
- Participate in the Foróige staff team in the exercise of overall leadership and management of the business and affairs of Foróige.
- Attending meetings, and preparing written reports as required
- Any such other relevant requirements as the board of Foróige and/or its Chief Executive Officer or nominee shall deem necessary for the effective implementation of Foróige's policy and programmes

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.

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

- Paid or voluntary, experience working with young people in a youth work setting (E)
- Ability to engage target group (E)
- An understanding of Youth Work and Community Work methodologies (D)
- Experience studying Youth Work/ Social Care or similar at Third level (D)
- Access to a car and full driving licence. (D)

Person Specification (Essential)

- 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

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- Excellent written communications skills, including report writing and the ability to draft summary information and correspondence.
 - Ability to follow organisational guidelines and processes.
 - Good computer skills, including Word & Excel, PowerPoint and Social Media skills
 - Flexibility in relation to hours of work to meet the needs of the work.

Benefits to Support You

- **Salary:** The salary is based on the SYO scale scale - €54,469, €56,496, €58,528, €60,556, €62,582, €64,606
- **Annual Leave:** 29 days annual leave plus Good Friday

Other Information

- **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](#)
- **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**