



An Ghníomhaireacht um  
Leanaí agus an Teaghlach  
Child and Family Agency



## JOB DESCRIPTION

<b><u>Job Title:</u></b>	<b>Senior Youth Officer</b>
<b><u>Project:</u></b>	<b>Mayo Creative Communities and Youth Participation Projects</b>
<b><u>Contract Type:</u></b>	<b>Ongoing (subject to funding)</b>
<b><u>Responsible To:</u></b>	<b>Area Manager</b>
<b><u>Hours:</u></b>	<b>35 hours per week minimum</b>
<b><u>Annual Leave:</u></b>	<b>29 days per year (pro-rated)</b>

### **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.

### **Role information**

The successful candidate will be employed by Foróige as a Senior Youth Officer for Mayo Creative Communities Alternative and Youth Participation Projects. Mayo Creative Communities Alternative is a service that is provided by Foróige, in partnership with Tulsa. The service offers structured support to identified at-risk young people and families within the Tulsa County Mayo area.

The ongoing development and implementation of the CCA model of working with vulnerable young people and families aims to provide specialist intervention and support services in partnership with key stakeholders for:

- 1.) Identified young people, who are at risk of reception into care
- 2.) Young people who are in foster care and approaching disengagement.
- 3.) Young people with identified additional needs and immediate or high levels of risk
- 4.) Parents and siblings of those engaged.

This service aims to meet a clearly identified need to respond in a comprehensive, holistic way to the needs of vulnerable young people and their families. Interventions delivered are experiential,

developmental, resilience building programmes designed to promote positive coping capacities and self-care in the face of stressful and difficult circumstances. Referrals for the service will be made through the Tusla Creative Communities Alternative Oversight Group.

In addition to this role the Senior Youth Officer will take responsibility for Youth Participation initiatives in Mayo including: Comhairle na nÓg, Tusla Advisory group and seed funding for parent participation initiatives and other relevant sub-committees relevant to . Mayo Youth Participation Initiatives aims to promote the voice of young people in decisions which affect their lives.

### **Key Responsibilities**

The successful candidate 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 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 Area Manager, the board of Foróige and/or its Chief Executive. These duties will include but are not limited to:

- Development of a range of intervention models in line with evidence and best practice.
- In collaboration with the Tusla's Creative Communities Alternative Oversight Group and with Foroige Area manager identify the needs of young people and respond to them effectively in accordance with Foróige's Policies and Procedures.
- In collaboration with the Mayo County Council and Tusla management identify the needs of young people and respond to them effectively in accordance with Foróige's Policies and Procedures.
- Provide direct interventions to identified young people as identified by the Tusla Area Manager.
- Working as part of a team responding to young people at immediate and sometimes high risk.
- Management, leadership and delivery of the service as it develops and expands.
- Report to and establish a partnership with the Tusla Creative Communities Alternative Oversight Group, Tusla management and Mayo County Council.
- Supervising and supporting project staff in the development and implementation of work plans.
- Supporting staff to ensure that they are fully compliant with Foróige policies, procedures and guidelines as instructed by Foróige management and ensuring that deadlines are adhered to.
- Administration, budgeting, resource management and managing relations with steering group, funders, other organisations and agencies.
- Initiating and contributing to local, regional and national initiatives, committees and structures in relation to responding more effectively to the needs of young people and communities in relation to their young people.
- Ensuring the implementation of the fundamental purpose and philosophy of Foróige.
- Any other duties that may be assigned from time to time.
- Supporting key stakeholders through representation on relevant sub-groups and sub committees.

### **Professional Qualifications and Experience (all Essential requirements)**

- Education to National Degree standard.
- Demonstrable knowledge and understanding of Foróige's philosophy and approach to youth work and engaging young people and families.
- A minimum of 5 years' experience of working with young people experiencing adversity in their lives and planning interventions in order to achieve the best possible outcomes with the young person and their family.

- A good knowledge and understanding of Tusla's National Policy Framework for Children and Young People, Tusla's National Service Delivery Framework including Tusla's National Practice Model for Children and Young people.
- Experience in establishing, leading and coordinating new and innovative responses to youth needs
- Ability to work in an efficient manner and to lead and motivate others.
- Car owner with full driving licence

**Person Specification (all Essential requirements)**

- Ability to build and maintain effective relationships
- Good interpersonal skills, including ability to liaise with a wide range of contacts and build and maintain effective working relationships
- Excellent organisational skills and high 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
- Good written communications skills, including ability to draft summary information and correspondence.
- Ability to follow organisational guidelines and processes.
- Good computer skills, including Word, Excel, Internet, PowerPoint and Social Media

**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 the board of Foróige and /or the 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.

**Annual Leave:** The Senior Youth Officer 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 Senior Youth Officer will be expected to work a minimum of 35 hours per week. Please note this position will require flexibility in relation to working hours. It is expected that the Senior Youth Officer will work late evenings (up to 11pm) and weekend work.

**Salary:** Senior Youth Officer Scale: €54,469, €56,496, €58,528, €60,556, €62,582, €64,606

**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:** This will be discussed with the successful candidate upon appointment however the base will be in County Mayo.

**Applications:** Please apply through Foróige application form [here](#).