

JOB DESCRIPTION

Job Title: Youth Officer (1), Neighbourhood Youth Project (Tusla)

Location(s): Monaghan or Virginia, Cavan

Hours: 35 hours per week minimum

Contract Type: Maternity leave – fixed term contract

Annual Leave: 29 days per annum (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 500 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 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 Neighbourhood Youth Project offers prevention and intervention supports and services to young people 10 – 18 years of age.

The Project provides specialist intervention and support services to:

- 1.) Young people with identified additional needs or levels of risk.
- 2.) Identified young people, who are at risk of reception into care.
- 3.) Young people who are in foster care and approaching disengagement.
- 4.) Parents and siblings of those engaged.
- 5.) Young people at risk of coming to the attention of statutory services.

In addition, the service implements early intervention and prevention programmes that support young people's engagement in social, personal and community-based initiatives.

The project aims to meet a clearly identified need to respond in a comprehensive, holistic way to the needs of young people and from time to time their families. Interventions that are delivered are experiential, developmental, resilience building programmes designed to promote positive coping capacities and self-care in the face of stressful and difficult circumstances. The project is funded by Tusla Child and Family Agency.

Programmes are primarily group work based and one to one with young people with a view to enhancing their connection to the community. The project operates from a strengths-based perspective. The work is a mix of centre based and contact with young people in their local community/environment and places they are familiar with.

The project gatekeeper is the Tusla Manager for Prevention, Partnership and Family Support and Senior Child and Family Network Co-ordinator - who oversees and triages the referral of young people to the project. Young people, identified within the community who are vulnerable and at risk of engagement with statutory agencies, are also targeted for referral to the service. The Project consists of two full time staff members with a catchment area for County Monaghan and Cavan and three specific areas: Bailieboro, Cootehill and Shercock.

This project aims to enable young people to address a wide range of issues, which are prevalent for them, and to increase their capacity in achieving their full potential in life. Specifically, the project will work:

- To provide specialised developmental programmes and community-based services to help young people learn new skills to deal with the difficult issues they face in their lives in constructive and resourceful ways.
- To facilitate direct interventions for targeted young people, which are needs and strengths that will enable them to develop their capacity and inner strength to reconnect and integrate into their community.
- To implement a range of programmes that will enable participants to develop intra personal skills to deal with their emotions and difficult experiences.
- To facilitate prevention and intervention programmes that support youth work delivery within the county.
- To enable participants to actively identify and generate solutions to their current adverse life circumstances.
- To provide an integrated response to the needs of vulnerable young people and their families in the context of achieving better outcomes for the young person.
- To aid the development of participants' knowledge, skills and attitudes which will enhance their self-confidence and promote empathy with the ideas, attitudes and feelings of others.
- To work with existing services to ensure that the best possible service is provided to respond positively to the needs of young people and their families.

Key Responsibilities

The successful candidate will be given a contract of employment by Foróige, 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 Youth Worker in carrying out any functions which may be involved in or arise out of the appointment, shall be notified by the Foróige Area Manager, the Board of Foróige and/or its Chief Executive or nominee. These duties will include, but are not limited to:

- Working in partnership with Tusla, local community and with the Foróige Area Manager/Senior Youth Officer, identifying and responding effectively to the needs of young people in the local community.
- Designing and engaging young people in group and when required one to one work.

- Exploring hobbies and interests with young people to enable them to develop in the areas of personal effectiveness, self-esteem, confidence, social competence, character development and educational achievement.
- Building and maintaining effective working relationships with key stakeholders in the community.
- Engaging effectively with parents/guardians and other family members to support them in their own role with the young person.
- Attending case conferences, regular reviews and meetings with Tusla personnel.
- Reporting to the Foróige Area Manager or nominee as necessary and complete relevant Foróige administration and reporting relating to the role.
- Any such other relevant requirements as the Area Manager, Board of Foróige and/or the Chief Executive or the nominee of the Chief Executive shall deem necessary for the effective implementation of Foróige's policy and programmes.

Professional Qualifications and Experience

(E) = Essential, (D) = Desirable

- Education to National Degree standard (Level 7 NFQ) in a relevant discipline. **(E)**
- Experience of working with young people and in planning interventions in order to achieve the best possible outcomes for the young person. **(D)**
- Ability to work in an efficient manner. **(E)**
- Car owner with full Irish driving licence. **(E)**
- A good knowledge and understanding of Tusla's PPFS services **(D)**

Person Specification (all Essential requirements)

- 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.
- Computer literate.

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 immediate line supervisor.
- Flexibility in relation to hours of work to meet the needs of the work. Work during unsocial hours will be required.
- To undertake other duties as may be requested by the Chief Executive Officer of Foróige or their nominee.

Additional Considerations for the Role

- 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.
- Funding:** It must be understood that if the funding for the post is discontinued the post holder's contract may be terminated.
- Hours of work:** The Youth Worker will be expected to work a minimum of 35 hours per week, approx. 60% of the service effort (21 hours) working with young people. The position will require flexibility in relation to working hours and may require evenings and regular weekend work.
- Salary:** The salary for the Youth Worker will be based pro rata on the following salary scale (Max point 3): €38,558, €40,163, €41,769, €43,376, €44,982, €46,592, €48,201, €50,601, €53,001
- Base:** The employment base will be Monaghan or Virginia, Cavan.
- Travel:** This post will involve domestic travel within Ireland and occasional meetings. Travel and expenses will be paid in accordance with appropriate Foróige rates.
- Annual Leave:** The Youth 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.
- Applications:** Applications for this role should be made by way of a Foróige application form available [here](#)

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