Job Title: Senior Youth Officer

Number of Posts & Contract Type: 1 x Ongoing Contract

Location: SEM Project, Ashbourne, Meath

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.

The South East Meath Youth Diversion Project (The "SEM"), is a youth crime prevention initiative which primarily seeks to divert young people who have been involved in anti-social and/or criminal behaviour. The project works with young people (12-17) who are significantly at risk of becoming involved in anti-social and/or criminal behaviour, providing an early intervention service (8 and 11) and family support. The Project has a catchment area for South East Meath, priority areas of Ashbourne, Laytown and Ratoath. The project has bases in Duleek and Ashbourne. The Senior Youth Officer role is a Project Leaders position, managing a large team as well as some direct youth work provision.

Key Responsibilities

This role is designated as a Mandated Person under the Children First Act 2015. The employee agrees to adhere to all statutory mandated reporting requirements and Foróige's Child Safeguarding Statement, guidelines and policy.

- Leading, guiding and supporting the work of the Youth Diversion Project, in conjunction with the Area Manager, including project expansions where applicable.
- Recruiting, Supporting and supervising project staff.
- Delivery of youth justice interventions to young people.
- Identifying the needs and strengths of young people and their families, and developing case plans to respond to them effectively.

- Ensuring that the YDP interventions are needs led, evidence based and outcomes focused.
- Working in partnership with local agencies, in responding to the needs of young people at risk of offending or reoffending.
- Building and maintaining effective working relationships with An Garda Síochána.
- Coordinating and supporting the development of the YDP Advisory Committee and Referral Assessment Committee.
- Ensuring compliance with Foróige policies, procedures and guidelines, and YDP Operational Requirements.
- Ensuring that plans and reports are completed in line with the expectations of the funder.
- Initiating and contributing to local, regional and national initiatives, committees and structures in relation to responding more effectively to the needs of young people.
- 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.
- 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.

Professional Qualification, Experience

(D: Desirable; E: Essential)

- Education to Degree standard preferably in the area of Youth/ Justice/ Social / Family /Community Work (E) (candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications)
- Previous line management and supervision experience (D)
- A minimum of 3 years' experience of working with young people and families experiencing adversity in their lives and in planning interventions in order to achieve the best possible outcomes. (E)
- Experience working with families and parents particularly in delivering parenting and whole family programmes (E)
- Experience in establishing, leading and coordinating new and innovative responses to youth needs. (E)
- Ability to work in an efficient manner and to lead and motivate others. (E)
- 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.
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Benefits to Support You

Salary: Foróige Senior Youth Officer Scale: €54,469, €56,496, €58,528, €60,556, €62,582, €64,606 per annum and pro-rated for part time hours.

The highest starting point for this role will be point 4 and will be dependent on experience.

Annual Leave: 29 days annual leave plus Good Friday per annum pro-rated.

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.