

Job Title: Youth Integration Officer

Number of Posts & Contract Type: Fixed Term x 1 until June 2027 (Part time - 21 hours)

Location: Drogheda, Co. Louth

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 700 staff and involves thousands of volunteers in the creation and delivery of high-quality services to young people through the operation of over 400 Foróige Clubs, the Big Brother Big Sister Programme and over 190 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.

About the Project

Foróige are funded by Tusla to support young people (10-18 years old) who have fled from the war in Ukraine and young people living in International Protection Accommodation Centres (IPAS). The project is based in Ashbourne/Drogheda with a catchment area for Louth/Meath and those locations where these young people reside. The project has one part-time (21 hours) position available.

The project engages vulnerable young people in programmes aimed at enhancing their personal and social development outcomes - enhance communication and language, integration, confidence, creativity & imagination, building relationships, resilience & determination and emotional intelligence skills. The project does this through a broad range of creative and vibrant methods working alongside local advocates for the Ukrainian/IPAS communities.

The targeted programmes are intended to promote interaction between the Ukrainian/IPAS communities and local youth communities, breaking down cultural barriers and fostering understanding. The programme of work encourages community engagement, enhanced integration and facilitating greater social connections.

The programmes cater to participants needs and interests, helping them build a sense of identity and purpose in their new environment, rebuilding their lives and contributing to their new local community.

Programmes are co-designed, at times that suit and are accessible to the target group. The programmes collaborate with other agencies working in this area in order to better enhance the intended outcomes. The Youth Integration Officer will be employed by Foróige and will be given a contract of employment until June 2027. It must be understood however, that if the positions become 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 Youth Integration Officer immediate supervisor is the Foróige Senior Youth Officer.

Key Responsibilities

The duties of the Youth Integration Officer as shall be notified by the Foróige Area Manager/Senior Youth Officer. These duties will include:

- Developing new and innovative programmes and interventions to meet the needs and interests of the Ukrainian young people and those living in IPAS centres, in the identified catchment area, operated primarily on evenings, on weekends and during school holidays.
- Developing tailored programmes and activities to support each Ukrainian/IPAS young person's welfare and development whilst seeking to improve Communication Skills, Confidence and Agency, Planning & Problem-Solving Relationships, Creativity & Imagination, Resilience and Determination and Emotional Intelligence.
- Recruiting, supporting and working alongside volunteers to deliver youth development activities for Ukrainian/IPAS young people.
- Delivering and facilitating of integrative youth work programmes to groups of young people in partnership with existing Foróige staff and teams.
- Giving priority to developing and enhancing interagency collaborations with other providers of services for young people operating in the identified area.
- Ensuring a minimum of 70% of the service effort will be on direct service delivery.
- Operating efficient record keeping, office procedures, administration systems and submitting reports.

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

- Education to minimum Level 7 NFQ in a relevant discipline (E)
- (Note; candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications)
- 1 year experience in a youth project or similar role. (D)
- Access to car and full Irish driving licence (E)
- Relevant paid or voluntary experience of working with young people (D)
- Exposure and understanding of the work (D)

Person Specification (Essential)

- Ability to build and maintain effective relationships with young people
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- 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 report writing skills.
- Good computer skills, including Word, Excel, PowerPoint software.

Requirements of all Foróige Staff (Essential)

- 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 Chief Executive Officer of Foróige or their nominee from time to time.

Benefits to Support You

Salary: Foróige Youth Officer Salary scale: €38,558, €40,163, €41,769, €43,376, €44,982, €46,592, €48,201, €50,601, €53,001

The highest starting point for this role will be point 2.

Annual Leave: 29 days annual leave plus Good Friday.

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.

Hours of work: You will be expected to work a minimum of 21 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

Foróige is not in a position to sponsor work permit applications. All applications should hold a valid work permit and permission for ROI.

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