Job Title: Youth Officer

Number of Posts & Contract Type: 1 x Fixed Purpose Contract (Indicative End Date: 31/12/2027)

Location: Foróige office, Dungloe, Co. Donegal

About Foróige

Foróige works with young people, their families, communities and schools; identifying the needs of young people and providing Youth Work responses to meet those needs. Our work is about development, empowering young people to develop their own abilities and attributes, to think for themselves, to make things happen and to contribute to their communities.

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. The Foróige Philosophy creates immense possibilities for the growth and development of young people. They can positively influence how young people see themselves and how they respond to situations.

About the Project

The project aims to enhance the life chances of the young people and to assist them to fulfil their potential. The project is managed by Foróige in partnership with Tusla, Child & Family Agency and combines the expertise of both agencies to deliver a community-based resource.

The project provides a range of developmental educational programmes and activities for young people in particular targeting young people who are at risk of or currently experiencing personal, educational, family or social difficulties including young people from identified areas of disadvantage, minority groups and those referred to the project. Young people are referred from Tusla and/or other referral sources.
Programmes are provided to enable young people develop knowledge, skills and attitudes particularly in the areas of personal effectiveness, social competence, character development, educational achievement and community development. Programmes are organised to address specific areas of need or of concern.

Tusla - the Child and Family Agency, established Child and Family Support Networks (CFSN's) as a core component of their National Service Framework. **The North West Child and Family Support Network (CFSN) takes in Creeslough, Dunfanaghy, Portnablagh, Falcarragh, Gortahork, Gweedore, Tory, Burtonport, Aranmore, Dungloe, Doochary and Fintown.**

Key Responsibilities

The duties of the Youth Officer shall be notified by the Board of Foróige and/or their nominee. The function is achieved through fulfilling the main duties outlined below:

- Provide a range of youth work interventions including one-to-one structured support, group work interventions, outreach and centre-based activities to meet the needs and interests of young people.
- Identifying the needs and strengths of young people and developing programmes to respond effectively, in accordance with Foróige's policies and procedures.
- Designing, implementing and evaluating needs-led, evidence based programmes on a one-to-one or group basis with young people, as appropriate.
- Actively collaborate with existing service providers to ensure the provision of the highest quality service tailored to the needs of young people.
- Be pro-active in embedding the principle of child and youth participation in the planning and implementation of work.
- Compiling reports and plans as required by the funder, ensuring that deadlines are adhered to.
- Report back to management as necessary and complete relevant Foróige administration relating to the role.
- Involve volunteers and enable them to engage effectively with the target group in youth development activities.
- Ensuring full compliance with Foróige policies, procedures and guidelines.
- Administration and budgeting as required.
- Maintaining good relations with stakeholders, 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.
- Ensuring the implementation of the fundamental purpose and philosophy of Foróige.
- 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.
- Any other duties that may be assigned from time to time.

Professional Qualification, Experience

(D: Desirable; E: Essential)

- Education to Degree (NFQ Level 7) standard preferably in the area of Youth Work or related disciplines (E) (candidates with exceptional relevant work experience may be considered in lieu of degree qualification)
- Paid or voluntary, experience working with young people in a youth work setting (E)
- An understanding of Youth Work and Community Work methodologies (D)
- Knowledge and experience of systems, processing and administration
- Access to a car and full driving licence. (Essential)

Person Specification (Essential)

- Commitment to the purpose of Foróige and to work within the values, policies and procedures of the organisation
- Ability to build and maintain effective relationships with young people and others as required
- 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
- To act in a professional manner at all times
- Flexibility in relation to hours of work to meet the needs of the work. Work during unsocial hours may be required.
- Openness to life long learning, new opportunities and adaptive to change.

Benefits to Support You

Salary: Foróige Youth Officer 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 1.

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.

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.