

### JOB DESCRIPTION

<b>Job Title:</b>	Foróige Family Support Worker
<b>Location(s):</b>	Tubbercurry, Co. Sligo
<b>Hours:</b>	21 hours per week minimum
<b>Responsible to:</b>	Regional Manager/Senior Youth Officer
<b>Annual Leave:</b>	29 days per annum (pro-rated)
<b>Contract Type:</b>	Ongoing

### ABOUT FORÓIGE

Foróige is the leading youth organisation in Ireland and has been working with young people since 1952. Our purpose is to enable young people to involve themselves consciously and actively in their development and in the development of society.

Foróige works with all young people through our general services. Foróige Clubs, Foróige Juniors, Foróige Interest Clubs, Foróige Youth Cafés encourage young people to take responsibility for themselves and to be part of shaping the world around them while developing their talents, skills and abilities. We also work with vulnerable children / young people and families who require additional support through a full range of targeted services.

All Foróige Clubs, Projects, Services and Programmes are designed to achieve these outcomes in a developmental and fun way, by:

1. Building self-esteem and confidence through challenging experiences
2. Develop the ability to manage personal and social relationships
3. Providing learning opportunities which enable the gaining of knowledge and development of new skills
4. Build capacity to consider risks and consequences, make informed decisions and take responsibility

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 Foróige Family Support Project is driven by taking a strength's based and needs led approach, with an emphasis on outcomes focused, evidence based and evidence informed programmes. Central to our practice is ensuring that Families are fully involved in decisions that affect their lives. This will enable them to be fully involved and engaged with the change process required to bring about increased coping capacity. This Family focused service is a bespoke in-home service that works with the Parent/s and /or Children in the house to

support them with challenges they face at a time that suits them which assists the project worker enabling change. Support to a family can begin at high intensity and be reduced; the goal would be that as the intervention is showing to have a positive impact it will be reduced back when the family circumstances improve and move towards an exit strategy by the Family Support Project. Lower-level support may remain or community-based interaction can assist the family to continue their journey.

The Family Support Worker may work alone with the Family or engage other supports to ensure the Family are accessing what it is they need to improve family life, possibly through a Meitheal. This is a flexible, high intensity service that will go into the family home and assist the whole family to build on their strengths, learn new skills and connect them with other appropriate and necessary services / networks. The project works on a referral basis from Social Work and other agencies working with parents/children who identify the need for in-home family support.

The successful candidate will be given contract of employment with Foróige for a fixed term, 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.

### **KEY RESPONSIBILITIES**

The duties of the Project Worker shall be notified by the board of Foróige and/or its Chief Executive or nominee. These duties will include, but are not limited to:

- The Family Support Worker will engage Families through in-home support to enable them to improve their circumstances as identified through assessment, referral and agreed outcomes.
- Work with the family to provide a direct service to them while also enabling them to access other external interventions that will support them to function as a unit.
- Provide in-home skills development programmes for parents / guardians which will strengthen their ability to parent.
- To facilitate direct interventions for targeted children/young people and their families, which are needs and strengths led that will enable them to develop their capacity and inner strength to reconnect and integrate into their community.
- To provide specialised programmes to help parents and children/young people learn new skills to deal with the difficult issues they face in their lives in constructive and resourceful ways.
- To enable participants to actively identify and generate solutions to their current adverse life circumstances.
- Enable and empower the family to fully participate in their own development and that of their community
- Parents Plus or Non-Violent Resistance Programmes will be offered and implemented on a need led basis.
- The Family Support Project Worker will work with Social Work, and other Statutory and Community agencies in responding to the family. The Staff person will engage with meetings such a CPC, Meithaels and other interagency meetings contributing to the family support.
- Maintain files and records pertaining to the engagement of the Family in line with policy, legislation and best practice.
- Promote the service across agencies and disciplines in Leitrim and Sligo.
- Maintain contact with parents and other professionals on a daily, weekly basis via phone and meeting as required.

- Any such other relevant requirements as the 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 Diploma or Degree standard preferably in Psychology / Education / Family Support or other relevant discipline (E)
- Access to car and full driving licence (E)
- A minimum of 2 years relevant work experience working with vulnerable children & families (D)
- Experience of working in partnership with families and carers. (E)
- Experience of assessing children's and families' needs. (E)
- Experience of planning, implementing and reviewing programmes with children and/or families. (E)
- Experience of preparing reports on children and families. (E)
- Knowledge and experience of Foróige and its programmes (D)
- Experience of working within an interagency model (D)
- Training in Parents Plus (D)
- Knowledge of other agencies providing services for young people in Sligo (D)

### **PERSON SPECIFICATION (all Essential requirements)**

- Be able to demonstrate their suitability to engage with vulnerable families
- Excellent 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 computer skills, including Word processing, MS Access, Excel, Internet and PowerPoint.

### **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 will 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 Chief Executive Officer of Foróige or their nominee from time to time

### **ADDITIONAL CONSIDERATIONS FOR THE ROLE**

**Medical:** The successful candidate will be required to undertake a medical questionnaire / pre-employment medical examination.

- Garda vetting:** As our work involves contact with young people, candidates under consideration for employment in Foróige will be subject to Garda vetting.
- 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 Family Support Worker will be expected to work a minimum of 21 hours per week. The position will require flexibility in relation to working hours. Out of hours and weekend work may be required.
- Salary:** This will be based off of the Foróige Youth Worker salary scale: €36,701, €38,229, €39,757, €41,287, €42,815, €44,348, €45,880, €48,164, €50,448. Starting point for this role will be point 1 and salary will be notified to the successful candidate at offer stage.
- Base:** The employment base will be; The Tubbercurry Youth Café, Humbert Street, Tubbercurry, Co. Sligo.
- 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 Project 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:** Apply using the Foróige job application form which is available [here](#).