

Job Description

Job Title:	Project Worker
Project:	North West CFSN (Child & Family Support Network)
Location:	Base within the North West CFSN network
Type of contract:	Ongoing subject to funding
No of hours:	35 hours per week
Annual leave:	29 days per year (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 500 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 200 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.

Project Information

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, Portnablugh, Falcarragh, Gortahork, Gweedore, Tory, Burtonport, Aranmore, Dungloe, Doochary and Fintown.**

The youth work service in the North West CFSN area is funded by Tusla and is provided and managed by Foróige. The Project Worker will be employed by Foróige to develop and implement youth work programmes and interventions in the North West CFSN for young people aged 8 - 21. The work includes identification and recruitment of young people who present with different levels of needs from universal to those who present with more complex high-level situations. The work will involve the establishment and facilitation of group work

and individual interventions, the development and implementation of programmes and the recruitment of adult volunteers.

This post includes a specific remit for the provision of a youth work service in the aftermath of the Creeslough tragedy taking in Creeslough, Dunfanaghy, Falcarragh and surrounding areas.

The Project Worker will target and engage those young people through outreach and centre-based work. The successful candidate will work as part of the Foróige team in the North West CFSN network and will report to the Project Leader and Manager of Foróige.

The Project Worker 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 contract period 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 Organisation's National Council and/or its Chief Executive or nominee. These duties will include:

- a) Work with the communities and organisations in the North West CFSN network to identify the young people for the Project. This will include those who work in the Creeslough, Dunfanaghy, Falcarragh and surrounding areas impacted by the tragedy.
- b) 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 in the CFSN area.
- c) Devise effective responses to the diversity of presenting needs within the community. These should include:
 - an ability to provide culturally appropriate interventions to young people from a range of ethnic minority, cultural and religious backgrounds,
 - work with young people who present with mental health or disability issues,
 - young people who present with challenging behaviour;
 - -an approach which demonstrates a clearly outlined ability to persevere when working with reluctant young people;
 - LGBTI supports.
- d) Signpost and refer onto other services including therapeutic services where appropriate.
- e) Provision of youth work interventions that are responsive to the range of presenting issues such as for example: mental health, safe socialising, on-line bullying.
- f) Fully engage with the range of Tusla services such as Prevention, Partnership and Family Support (PPFS), Meitheal and Tusla Social work teams.

- g) Actively collaborative with other providers of services for young people operating in the CFSN area.
- h) Be pro-active in embedding the principle of child and youth participation in the planning and implementation of work.
- i) Enlisting the support of volunteers and enable them to engage effectively with the target group in youth development activities.

Professional Qualifications and Experience (E) = Essential, (D) = Desirable

- Education to National Diploma or Degree standard (note: candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications) (E)
- Access to a car and full driving licence (E)
- Paid or voluntary, experience working with young people (D)
- Provide a level of service through the medium of the Irish Language (D)
- A minimum of 1-year relevant work experience (D)
- Demonstrable knowledge and understanding of Foróige's philosophy and approach to youth work and engaging young people. (E)

Person Specification

- 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 computer skills, including Word processing, MS Access, Excel, Internet and PowerPoint.

Requirements of all Foróige staff

- 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 including some evenings, weekends and occasional overnight residentials with young people.
- 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

Salary: This will be based off of the Foróige Youth Officer 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.

Annual Leave: 29 days' annual leave plus Good Friday and Bank Holidays.

Pension: Contributory pension benefits.

Training & Development: Structured on-boarding together with a 9-day Foróige Induction Programme. Ongoing Continuous Professional Development.

Study Leave: Up to 5 days paid Study Leave per year of course.

Organisation Culture: Support & Supervision policy and practises that supports your professional development.

EAP: 24/7 Employee Assistance Programme.

Career Break: Up to 2 years Career Break after 3 years' service.

Unpaid Leave: Up to 6 months Unpaid Leave Break after 1 years' service

Flexible Work: Flexible work practices that support work life balance.

Maternity and Paternity Benefit: Top up Maternity and Paternity Benefit pay.

Additional Considerations for the Role

Medical: The successful candidate will be required to complete 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.

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: 35 hours per week. It is expected that the Project Worker will work some late evenings/ nights per week and some weekend work including occasional overnight residentials with young people.

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) per year plus public holidays. The needs of the job must be considered when applying to take this leave.

Applications: Applications can be made by completing the online application form which is available [here](#).

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

Note: A panel may be formed from which future positions funded from a variety of sources may be filled.