



## JOB DESCRIPTION

<b>Job Title:</b>	Youth Worker
<b>Project:</b>	West Donegal UBU Youth Project
<b>Location:</b>	Gweedore
<b>Type of contracts:</b>	Ongoing subject to funding
<b>Responsible to:</b>	Area Manager
<b>Annual leave:</b>	29 days per year (pro rata)
<b>Posts Available:</b>	5 days per week.

### **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 580 Foróige Clubs and over 170 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 supported by a combination of statutory, philanthropic and corporate funding. Foróige is committed to a policy of Equality of Opportunity in its employment practices.

### **Project information**

The West Donegal UBU Youth Service is funded by the Department of Children, Equality, Disability, Integration and Youth under the UBU Your Place Your Space funding scheme through Donegal ETB. The suitable candidate for this post is tasked to deliver on the Service Requirement developed by Donegal ETB on behalf of the Department of Children, Equality,

Disability, Integration & Youth under the UBU Your Place Your Space Funding Scheme. UBU Your Place Your Space youth services allows young people to access out-of-school supports in their local communities to enable them to achieve their full potential by strengthening their personal and social development outcomes.

The Youth Worker will be employed by Foróige and will be given a contract of employment. 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.

**Location(s) of the Service:** The Project will provide youth supports in West Donegal with a particular focus on young people in Ghaath Dobhair, Doochary, Meenaclady, Bunbeg/Derrybeg PCT area, Arranmore Island and Tory Island.

**Target group(s) for the West Donegal UBU Project:**

Target groups are as set out in the Service Requirement and are in line with the target groups for the UBU scheme, namely:

Young people aged between 10 and 24 years old who are experiencing marginalisation or are disadvantaged or vulnerable are the primary target group for youth services funded by UBU Your Place Your Space. These young people can be from one or any combination of the following groupings:

- Young people experiencing economic, social and cultural disadvantages.
- Young people experiencing marginalisation whose specific circumstances limit their opportunities.
- Young people who are vulnerable or at risk of not flourishing.

In agreement with Donegal ETB, target groups may change as the work of the service progresses or as new needs emerge.

## **Key Responsibilities**

The duties of the Youth Worker shall be notified by the Board of Foróige and/or their nominee.

The function is achieved through fulfilling the main duties outlined below:

Work with the target groups is likely to include informal and non-formal supports, such as group work and one-to-one supports and interventions. The service must be provided at times that suit the needs of the targeted young people, including in the evenings and at weekends. Initial engagement of such young people by the service will entail close collaboration with schools and other agencies, as well as with the families of the young people themselves.

The core responsibilities of the Youth Workers will involve:

- The development of new and innovative programmes and interventions to meet the needs and interests of the young people identified in the catchment area, operated primarily after school/evenings, occasional weekends and during school holidays.
- Focusing on developing culturally appropriate interventions in response to the needs of the young people targeted by the project. This requires dynamic and creative approaches to working with diverse groups of young people.
- The engagement of the young people in the co-design of the project and the programmes on offer.
- Ensuring a minimum of 80% of the young people (aged 10 to 24 years) accessing the service are within the target group requiring support or at significant risk.
- Responding to any new and emerging needs as may be identified by Donegal ETB.
- Ensuring a minimum of 70% of the service effort will be on direct service delivery with young people.
- Utilising evidenced-based interventions and adopting the Logic Model for programme planning.
- Giving priority to developing and enhancing interagency collaborations with other providers of services for young people operating in the identified area.
- Regularly evaluate the impact of the youth work interventions and evidence the improved outcomes for young people.
- Operating efficient office procedures, administration systems and complete reports.
- Participation in the UBU Performance Oversight and Engagement Framework.

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

- Education to Degree standard preferably in Youth Work / Culture / Drugs & Alcohol / Health Promotion Work (note: candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications) **(E)**
- A minimum of 1-year relevant full time work experience **(E)**
- Provide the service through the medium of the Irish Language **(D)**
- Access to car and full driving licence **(E)**
- Paid or voluntary, experience working with young people **(D)**
- Experience in recruiting target group **(D)**
- Programme design experience **(D)**
- Experience in facilitating evidence-based programmes **(D)**
- Experience of working with marginalised ethnic groups **(D)**
- Experience in facilitating tech space and/or other similar technologies **(D)**

**Person Specification: all essential requirements**

- Ability to engage target group.
- Good interpersonal skills, including ability to liaise with a wide range of contacts, build and maintain effective working relationships.
- Ability to be proactive, use own initiative and work effectively within a pressurised environment.
- Positive and flexible approach to the work.
- Good written communications and written skills, including ability to draft summary information and correspondence.
- Excellent computer skills, including Word processing, Excel, social media and Prezi/PowerPoint.

**Requirements of Foróige staff: all essential requirements**

- Commitment to the purpose of Foróige and UBU Your Place Your Space and to work within the values, policies and procedures.
- 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 with interventions outside of school hours, afternoons and late evenings and occasional weekends and school holidays.

### **Additional Considerations for the Role**

**Funding:** It must be understood that if the funding for this post is discontinued the post holder's contract may be terminated.

**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(s) will undergo 2 reference checks before commencing employment with Foróige.

### **Benefits**

**Salary:** This will be based off of the Foróige Youth Officer Scale: €37,436, €38,994, €40,552, €42,113, €43,671, €45,235, €46,798, €49,127, €51,457. Starting point for this role will be point 1.

**Annual Leave:** The Youth 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.

**Pension:** Contributory pension benefits.

**Training & Development:** 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 practises that supports your professional development.

**EAP:** 24/7 Employee Assistance.

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

**Unpaid Leave:** Up to 6 months Unpaid Leave Break after 1 year service.

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

**Other information:**

**Hours of work:** The position will require flexibility in relation to working hours. There is a requirement to operate the service outside of school hours, afternoon, evenings and occasional weekends and school holidays.

**Base:** The employment base will in the Foróige office, Gweedore.

**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:** Applications should be made by way of the Foróige job application form only 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.*



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