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Government of Ireland



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Aontas Eorpach
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ciste na
gcuntas diomhaoin
the dormant
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JOB DESCRIPTION

Job Title:	Youth Justice Worker
Location(s):	BAP Youth Diversion Project, Ballincollig Co. Cork
Contract Type:	Ongoing Contract
Responsible to:	Area Manager Cork
No of hours:	35 hours per week minimum
Annual leave:	29 days per year (pro rata)

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 400 staff and involves thousands of volunteers in the creation and delivery of high quality services to young people through the operation of over 600 Foróige Clubs and over 140 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.

PROJECT INFORMATION

There is currently a vacancy for a Youth Justice Worker with Foróige BAP YDP Project. The BAP YDP Project is a Youth Diversion Project that supports and engages young people in Ballincollig Co. Cork. Youth Diversion Projects are Community based, multi-agency youth crime prevention initiatives which primarily seek to divert young people who have been involved in anti-social and/or criminal behaviour by providing suitable activities to facilitate personal development, promote civic responsibility and improve long term employability prospects. The BAP YDP Project also works with young people who are significantly at risk of becoming involved in anti-social and/or criminal behaviour. By doing so, the projects contribute to improving the quality of life within communities and enhancing Garda/community relations. This is a very exciting opportunity for candidates with an interest, experience and capability in this type of work.

This Youth Justice Worker position will be located at BAP YDP premises Ballincollig Co. Cork.

The BAP YDP Project is part of a network of Garda Youth Diversion Projects funded by the Irish Government / Department of Justice and Equality and the European Social Fund. Co-financing of the Youth Diversion Programme from 1 January 2022 is under the European Social Fund Plus Operational Programme Employment, Inclusion, Skills and Training (EIST) 2021-2027. The project is operated in conjunction with Garda Síochána and is managed by Foróige.

The successful candidate will be employed by Foróige and will be given an ongoing 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.

KEY RESPONSIBILITIES

The duties of the Youth Justice Worker, in carrying out any functions which may be involved in or arise out of the appointment, shall be as notified by the board of Foróige and/or its Chief Executive Officer from time to time. In particular, the Youth Justice Worker will participate under the direction and advice of the board of Foróige and/or its Chief Executive Officer in carrying out any functions, which may be involved in or arise out of the appointment. These duties will include:

- i) Assessing and responding to the needs of young people aged 12-17 years old in accordance with Foróige policy and procedure and Garda Youth Diversion Project operational requirements.
- ii) Engaging identified young people who have offended or are at risk of offending in a process of learning and development that will enable them to examine their own actions and make positive lifestyle choices that will protect them from involvement in criminal, harmful or socially unacceptable behaviours.
- iii) Implementing this engagement on both an individual and group-work basis and through outreach work where required.
- iv) Supporting and enabling young people to access and get optimum benefit from school / further education / training and employment opportunities.
- v) enlisting the support of parents, family members, community groups and volunteers and enabling them to engage effectively with the target group in youth development activities
- vi) Completing accurately and submitting on time any standard clerical procedures, performance reports, annual plan and other written reports as required for Management, Project Committee and Funders.
- vii) Attending team meetings and operating efficient office procedures in line with data protection act requirements e.g. filing, keeping records etc.
- viii) Any such other relevant duties as the Board of Foróige and/or its Chief Executive Officer or the nominee of the Chief Executive Officer shall deem necessary for the effective implementation and the policy and programmes of Foróige and BAP YDP Project.

PROFESSIONAL QUALIFICATIONS AND EXPERIENCE (E = Essential; D = Desirable)

- Education to Degree standard preferably in Youth / Justice / Health Promotion work (note: candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications) **(E)**.
- 2 years' experience working in a YDP Project or similar role (exclusive of student placement experiences) **(E)**.
- Relevant paid or voluntary experience of working with young people **(D)**.
- Access to a car and full Irish driving licence **(E)**.
- Exposure and understanding of YDP work and of working with young people from minority ethnic groups **(D)**.
- Experience of engaging target group **(E)**.
- Experience in report writing and writing funding applications **(E)**.

PERSON SPECIFICATION: all essential requirements

- Ability to build and maintain effective relationships with young people.
- Good interpersonal skills, including ability to liaise with a wide range of contacts and 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 team working.
- Good computer skills, including Word, Excel and Prezi/PowerPoint.
- Experience in designing and facilitating bespoke and evidence based programmes and interventions.

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

ADDITIONAL CONSIDERATIONS FOR THE ROLE

- Funding:** It must be understood that if the funding for the post is discontinued the post holder's contract may be terminated.
- Medical:** The successful candidate will be required to complete a medical questionnaire / undergo a pre-employment medical.
- 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.
- Annual Leave:** The Youth Justice 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.
- Hours of work:** The Youth Justice Worker 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 the Youth Justice Worker will work up to 3 late evenings/ nights per week (up to 11pm) and regular weekend work.
- Salary:** The salary for this position will be based on the Foróige Youth Worker salary scale: €35,106, €36,567, €38,029, €39,492, €40,954, €42,420, €43,885, €35,106, €46,070, €48,255
- Travel:** This post will involve some domestic travel within Ireland and occasional meetings. Travel and expenses will be paid in accordance with appropriate Foróige rates.
- Base:** The employment base will be BAP YDP Ballincollig Co. Cork.
- Applications:** Applications should be made by way of the Foróige application form which is available to download from the 'careers' section of our website www.foroige.ie. You can email your application to recruitment@foroige.ie