



Riailtas na hÉireann
Government of Ireland



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Aontas Eorpach
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Family Support Worker, May Project

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 Foróige Clubs, BBBS & 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.

Role information

The Family support worker will be part of the Mahon Youth Diversion Project. This project is managed by Foróige and funded by the Department of Justice. The project is based in Mahon, Cork and provides services to the Mahon/ Blackrock area.

Project Objectives and key responsibilities

- Together, as a team, with the youth justice workers, identifying and supporting those families of young people who have offended or are at risk of offending, with the aim to reduce the offending behaviour.
- Working closely with the Youth Justice Workers and using the information identified in the young person's assessment to identify the needs and strengths of the family.
- To assess and respond to the needs of families, particularly parents and care givers of young people who are participants of the Youth Development Project (YDP) or have been referred to the YDP in accordance with Foróige policy and procedures.
- Engaging, building and maintaining strong, positive relationships with the target group
- Using evidence based/informed approaches, provide group work, individual work, skills-based programmes, and recreational activities as appropriate for the parents and/or caregivers.
 - Addressing issues within families (including but not exclusively limited to) drug and alcohol, emotional regulation, criminal attitudes & parenting styles.
 - To address and support substance abuse issues adversely impacting on the YP in the family

- To enable targeted project participants & their families develop life-skills including problem-solving, assertiveness, communication, decision-making, and community involvement, through a variety of methodologies including group work, one-to-one support, street work and motivational interviewing.
- To develop appropriate referral systems between the project and other service providers as appropriate
- Building and maintaining relationships with local stakeholders, particularly An Garda Síochána and other services engaged with families and young people in the catchment area.

Networking, co-operating, and enlisting the support of other agencies/organisations and community groups to enhance the development opportunities for project participants.

- Ensuring compliance with Foróige policies, procedures and guidelines.
- Advocating for parents, care givers and families and attending meetings relevant to their needs, preparing reports as necessary.
- Attending YDP advisory committee and referral assessment committee meetings as required
- Ensuring compliance with Foróige policies, procedures and guidelines.
- Operating in accordance with the YDP Operational Requirements.
- Completing accurately and on time all of the administrative requirements of the project.
- Attending YDP referral assessment committee and advisory committee meetings as required and preparation of reports for same.
- Attending committee and team meetings as required by Management, Project Committee and Funders.
- Administration, budget and resource management including compiling plans and reports as required by the funder and ensuring that deadlines are adhered to.
- Working collaboratively as part of the YDP team and the wider Foróige team.
- Any such other relevant duties as the board of Foróige and/or the Chief Executive Officer or the nominee of the Chief Executive shall deem necessary for the effective implementation and the policy and programmes of Foróige and the Youth Diversion Project.

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

- Education to Degree standard preferably in the area of Youth/ Justice/ Social / Community Work (E) (candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications)
- Ability to relate to young people and engage the target group (E)
- Relevant paid or voluntary experience of working with young people (E)
- 2 years' experience in a YDP or similar Youth Work role. (D)

- Experience and understanding of YDP work and of working with young people facing adversity (D)
- Access to a car and full driving licence. **(E/D - role/location dependent)**

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
- 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 working as part of a team
- Excellent written communications skills, including report writing and the ability to draft summary information and correspondence.
- Ability to follow organisational guidelines and processes.
- Good computer skills, including Word & Excel, PowerPoint and Social Media skills

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 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

About Youth Diversion Projects

Now is an exciting time in the development of youth justice services and interventions in Ireland. The Youth Justice Strategy 2021 to 2027 brings with it more opportunities than ever to make a difference in the lives of young people, families and communities.

The vision of the Strategy is “Collaborating across all sectors of government and society in the development and delivery of opportunities for children and young people, to harness support in their families and communities in order to strengthen their capacities to live free from crime and harm”. The Strategy focuses on maximising the opportunities for promoting positive behaviour change in young people who are at risk of coming into contact with the youth justice system. The Strategy is grounded in the real life experiences of these young people in Ireland, having been developed following a comprehensive process of consultation with a broad range of stakeholders invested in the lives of at risk young people, their families and communities. It takes a rights based approach to working with young people at risk, and is underpinned by a “no wrong door” principle outlining a commitment to child centred wrap around services. The Strategy emphasises the development of evidence informed

programmes, interventions and supports, across all areas of the youth justice system including court processes, detention and legislation, as well as early intervention and diversion measures.

The Strategy prioritises implementation of measure to enhance the existing Youth Diversion Projects (YDPs). YDPs are community based, multi-agency, youth crime prevention initiatives which primarily seek to divert young people involved or at risk of becoming involved in criminal/anti-social behaviour away from the criminal justice system by providing suitable activities to facilitate personal development, promote civic responsibility and improve long-term employability prospects. A significant development is the expansion of YDPs, ensuring full geographical coverage, so that every young person who requires a service, will have access to it. In addition, comes the development of a range of more specialised interventions integrated into the YDPs, including initiatives for Early Intervention, Family Support and working with harder-to-reach children and young people. It is as a result of these developments that the current vacancies arise in Foróige YDPs.

All interventions delivered through Foróige YDPs, are needs led, evidence based and outcomes focused with a view to reducing the likelihood of a young person offending or re-offending. As such, the interventions vary from project to project and initiative to initiative, based on the individual needs and circumstances of the young people, their families and their communities. Interventions can take place in both group and one to one settings, on site in a project premises, or reaching out to the community and other suitable spaces.

Benefits

Salary: Foróige Youth Officer Salary scale: €34,587; €36,027; €37,467; €38,908; €40,349; €41,793; €43,236; €45,389; €47,542

Starting point this role will be between Point 1 and Point 5 based on experience

Annual Leave: 29 days annual leave plus Good Friday

Pension: Contributory pension benefits.

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.

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

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.

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 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.

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.

References: The successful candidate will undergo 2 reference checks before commencing employment with Foróige.

Base: The employment base will be the Foróige Premises, Mahon. The exact location will be notified to the successful candidate upon appointment.

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