



Rialtas na hÉireann  
Government of Ireland



Có-mhaoinithe ag an  
Aontas Eorpach  
Co-funded by the  
European Union

ciste na  
gcuntas díomhaoin  
the dormant  
accounts fund



**Job Title:** Youth Justice Worker - Harder to Reach Young People

**Number of Posts:** 3

**Locations:** North Fingal X 2, Dublin 1

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Foróige is an independent, non-profit national voluntary youth organisation engaged in out-of-school youth development and education. The organisation enables 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 400 Foróige Clubs, the Big Brother Big Sister Programme and over 140 General Youth Services and Special Projects - including over 40 Youth Diversion Projects.

We are currently recruiting 3 new Youth Justice Workers - Harder to Reach Young People. Other posts may become available during the course of this recruitment process.

These posts will be part of a network of Youth Diversion Projects; funded by the Department of Justice and Equality and by the European Social Fund 2014 – 2020 and Dormant Accounts funding through the Irish Youth Justice Service, in conjunction with An Garda Síochána and will be managed by Foróige.

Working in a YDP, regardless of the role, will allow you to take a journey with young people and families, who are often the most marginalised and disadvantaged. Many have faced great obstacles, tragedy and adversity in their lives, yet are inspiring in their ability to cope, bounce back and often flourish, once given the appropriate opportunities and supports. Foróige's philosophy underpins all of our work and this supports our passionate belief in the importance of giving second chances and opportunities to young people regardless of their circumstances.

### **Key Responsibilities**

- Identifying and engaging young people aged 12 upwards, whose level of risk is very high, are engaged in either detected or undetected offending, have minimal or no involvement in other support services and are known to An Garda Síochána.

- Assessing and responding to the needs of such young people in accordance with Foróige policy and procedures and Youth Diversion Project operational requirements.
- Engaging these young people in a process of learning and development that will enable them to examine their own offending and to make positive lifestyle choices that will protect them from involvement in criminal, harmful or socially unacceptable behaviours.
- Building and maintaining strong, positive relationships with young people in the project
- Developing creative and responsive individual case plans to meet the identified needs of project participants.
- Identifying young people already engaged in the project who are at risk of unplanned or early disengagement and working with them to maintain their involvement.
- Advocating for and supporting young people to access school / further education /training and employment opportunities.
- Implementing this engagement through a process of both individual and group-work and through outreach work / house-calls as required.
- Engaging and supporting parents/ guardians to engage effectively in their young person's social and personal development to facilitate positive behaviour change.
- 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.
- Networking, co-operating, and enlisting the support of other agencies/organisations and community groups to enhance the development opportunities for project participants.
- Attending committee and team meetings as required by Management, Project Committee and Funders.
- Building and maintaining relationships with local stakeholders, particularly An Garda Síochána and other services engaged with young people in the catchment area.
- 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)
- 1 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 to 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: €35,106, €36,567, €38,029, €39,492, €40,954, €42,420, €43,885, €35,106, €46,070, €48,255

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 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

**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.

**Applications:** Please complete the Foróige Application form online [here](#).