



Rialtas na hÉireann
Government of Ireland



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Aontas Eorpach
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JOB DESCRIPTION

Job Title:	Family Project Worker
Location(s):	The SUB Youth Diversion Project's Integrated Family Service
Hours:	35 hours per week minimum
Contract Type:	Ongoing
Annual Leave:	29 days per annum (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 400 staff and involves thousands of volunteers in the creation and delivery of high-quality services to young people through the operation of over 560 Foróige Clubs and over 180 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

The SUB Integrated Family Service is a partnership between Foróige, An Garda Síochána and the local community, offering structured support to identified at-risk young people and families engaged with the SUB Youth Diversion Project. This is a key position and is part of an overall expanding project service encompassing youth and family provision. The Project is funded by the Department of Justice and has a catchment area of West Offaly.

The service provides specialist interventions and support services for:

- 1.) Identified young people, who are involved in prolific offending.
- 2.) Parents and siblings of project participants involved with or likely to be involved in prolific offending.
- 3.) Families who are engaged in anti-social behaviour/criminality and are displaying signs of dysfunction.

4.) Parents who struggle with their children's behaviour.

This service aims to enable young people and their families to address a wide range of issues, which are prevalent for them, and to increase their capacity in achieving their full potential in life. Interventions that will be delivered are experiential, developmental, resilience building programmes designed to promote positive coping capacities and self-care in the face of stressful and difficult circumstances. The service will operate from a strengths based perspective.

The Family Project Worker will work alongside the existing Project staff and management, integrating the youth and family aspects of the project. The Family Project Worker will be part of a team of three. The family support worker will report to the Foróige Area Manager.

Key Responsibilities

The successful candidate 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 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.

The duties of the Family Project Worker in carrying out any functions which may be involved in or arise out of the appointment, shall be notified by the Foróige Area Manager, the Board of Foróige and/or its Chief Executive or nominee. These duties will include, but are not limited to:

- Working in partnership with existing SUB Project staff and management, identifying and responding effectively to the needs of the young person and family at high risk.
- Providing an integrated response to the needs of vulnerable young people and their families.
- Providing specialised developmental programmes and outreach services to help young people and their parents/guardians learn new skills to deal with the difficult issues they face in their lives in constructive and resourceful ways.
- Enabling participants and their families to actively identify and generate solutions to their current adverse life circumstances.
- Aiding the development of participant's knowledge, skills and attitudes which will enhance their self-confidence and promote empathy with the ideas, attitudes and feelings of others.
- Building and maintaining effective working relationships with key stakeholders in the community.
- Working with existing services to ensure that the best possible service is provided to respond positively to the needs of young people and their families.
- Engaging effectively with parents/guardians and other family members to support them in their own role with the young person.
- Assisting the young person and family to access appropriate community resources and services, i.e. provide information and support and/ or referral to relevant agencies.

- Reporting to the Senior Youth Officer or nominee as necessary and complete relevant Foróige administration and reporting relating to the role.
- Any such other relevant requirements as the Area Manager, Board of Foróige and/or the Chief Executive or the nominee of the Chief Executive shall deem necessary for the effective implementation of Foróige's policy and programmes.

Professional Qualifications and Experience

(E) = Essential, (D) = Desirable

- Education to Degree standard (Level 7 or above) in relevant discipline. **(E)**
- Up to two years year relevant experience of working with young people and parents/families experiencing adversity and in planning interventions in order to achieve the best possible outcomes for the young person and their family. **(E)**
- Experience in facilitating parenting and whole family programmes. **(D)**
- Demonstrable knowledge and understanding of Foróige's purpose and philosophy and approach to youth work and engaging young people and families. **(E)**
- Ability to work in an efficient manner. **(E)**
- Car owner with full driving licence. **(E)**
- Proven track record of engaging vulnerable young people and families. **(E)**

Person Specification (all Essential requirements)

- 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.
- Computer literate.
- Flexibility with working hours and travel are required.

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 immediate line supervisor.
- 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 undertake other duties as may be requested by the Chief Executive Officer of Foróige or their nominee.

Additional Considerations for the Role

- Medical:** The successful candidate will be required to undertake 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:** The Family Project Worker will be expected to work a minimum of 35 hours per week, a minimum 20 of these will be direct contact hours with young people/families. The position will require flexibility in relation to working hours. It is expected that the Worker will work evenings and weekend work.
- Salary:** The salary will be based on the 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. Salary will be notified to the successful candidate at offer stage. Salary will be dependent upon qualifications and experience.
- Base:** The employment base will be the SUB Project, Main Street, Birr, County Offaly. The base is subject to change and dictated by the service demands.

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 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.

Applications: Applications for this role should be made by way of a Foróige application form which is available to download from the 'careers' section on our website www.foroige.ie . Please email your application to recruitment@foroige.ie .

Interviews: There are two stages of interviews. Internal candidates may be required to attend first round stage interview.

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.