



Job Title: Youth Support Worker, Turning Point Project

Job Reference Number: FRGJOB_610

Location: Drogheda, Co. Louth

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 for Youth Support Worker, Turning Point Project. The Turning Point Project aims to enable young people (16-25) to re-engage with education and/or training and employment and develop life skills that foster good relations, build confidence and resilience. The project is community based and has a particular focus on young people aged 16 to 25 years. The project catchment area is Drogheda and its hinterland (inclusive of East Meath electoral district). The project is funded by the International Fund for Ireland.

The International Fund for Ireland was established as an independent international organisation by the British and Irish Governments in 1986. The mission of the International Fund for Ireland is to underpin efforts towards peace by promoting social and economic advance and encouraging contact, dialogue and reconciliation between nationalists and unionists throughout Ireland. With contributions from the United States of America, the European Union, Canada, Australia and New Zealand, the total resources committed to the Fund to date amount to over £714m / €898m, funding over 5,800 projects across the island of Ireland. IFI's current strategy looks to build on their unique and extensive experience, distinctive reputation and a proven capacity to deliver transformed communities. It brings a renewed emphasis to encouraging young people to begin the journey to peace and reconciliation. The Fund focuses its efforts in Northern Ireland and the southern border counties of Cavan, Donegal, Leitrim, Louth, Monaghan and Sligo.

The project is funded by the IFI under the Personal Youth Development Programme (PYDP) and is a partnership between Foróige and the local community, statutory and voluntary organisations. The Personal Youth Development Programme (PYDP) aims to help young people build and develop life skills that foster good relations, build confidence and resilience and help participants to enhance their employability skills. The Personal Youth Development Programme will engage with those who may have: left education with no or low level qualifications or who left the education system early; concluded that education does not offer the skills and experiences they need; been or currently are involved in substance abuse; become affected by homelessness; come from a difficult family background; been in, or close to, the criminal justice system; suffered from poor health including mental health issues; mistrust of statutory institutions; not participated in civic society in a positive manner; and come from communities with a negative view of their future.

PYDP allows multiple entry and leaving points tailored to the individual's needs. The programme's success is dependent on the relationship and trust those implementing the programme can build with individual young people.

The young people involved will participate in a range of programmes that have an evidence base, be individualised and bespoke, intensive and meet their developmental and educational needs. The young people will also work on building positive relationships with their peers, Youth Support Worker and adult volunteers as well as engaging with community development initiatives from time to time. Project participation is voluntary and engages up to 12 young people at any one time.

Key Responsibilities

- Designing and facilitating pro-social, educational and training programmes with targeted young people.
- Working in partnership with the local youth services and agencies to develop, co-ordinate and implement voluntary education and development programmes for young people who are not in full time education or who may have disengaged from education.
- Working with the target group of young people to initiate employment opportunities, the provision of literacy and numeracy tuition, delivery of Foróige's manualised programmes and engagement with the young people in an informal setting.
- Creating employment pathways and developing an employment mentoring programme with prospective employers.
- Actively engaging with parents and guardians of the young people to ensure their involvement in the project.
- Completing accurately and submit on time any standard clerical procedure e.g. reports, funding applications, weekly diaries and travel expenses, part time teacher's forms, petty cash, requisitions, project files etc.
- Operating efficient office procedures e.g. filing, keeping records etc.
- Liaising with Foróige Area Manager/Senior Youth Officer and IFI Programme Manager.
- Any such other relevant duties as the board of Foróige and/or the Chief Executive or the nominee of the Chief Executive shall deem necessary for the effective implementation and the policy and programmes of Foróige and the Turning Point 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)
- A minimum of 1-year relevant work experience (D)
- Access to car and full driving licence (E)
- Paid or voluntary, experience working with young people (D)

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

Benefits

Salary: Foróige Youth Officer Salary scale: €35,106, €36,567, €38,029, €39,492, €40,954, €42,420, €43,885, €45,106, €46,070, €48,255

Starting point this role will be between Point x and Point x 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 and email it to Recruitment@foroige.ie