



JOB DESCRIPTION

Job Title:	Diversion Worker – Early intervention (8-11 Yrs.)	Youth
Location:	Longford	
Type of contract:	Fixed Term Contract	
Responsible to:	Area Manager	
No of hours:	35 hours per week minimum	
Annual leave:	29 days per year (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 Foróige Clubs, the Big Brother Big Sister Programme and General Youth Services and Targeted 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

Garda 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 projects may also work 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 and capability in this type of work. The LEAP YDP is based in Longford town and supports young people across county Longford.

The aim of this 8-11 initiative is to reduce young people's involvement in anti-social behaviour and prevent their involvement in crime through the creation of a bespoke wraparound intensive programme and engagement with youth work programmes. The posts are incorporated into the Garda Youth Diversion Projects and are a preventative and early intervention part of the network of GYDPs.

This initiative will be a community based preventative service working primarily with young people aged 8-11 who have been identified by the Gardaí, or schools, Túsla (Social work and Education Welfare Office), and existing GYDP staff, as being at serious risk of becoming involved in crime or anti-social behaviour and are too young to be considered for admission to a GYDP. The service will work with these young people, to promote pro-social behaviour and guide them to make informed decisions and positive life choices. There will be an emphasis on promoting school attendance and performance, as well as encouragement in extra-curricular activities with a pro-social focus. Appropriate interventions for working with this age cohort might include resilience building in the younger child, peer influences; decision making; communications skills, anger management; conflict management; Building a child's self-esteem. Interventions could also include engagement with the child's family, providing support and tools to assist parent(s) in dealing with their child's behaviour.

The service will target 8-11-year-old children:

- who are younger siblings of primary referrals to the GYDP
- whose parents and wider family demonstrate a pro-criminal attitude.
- who have come to the attention of local Gardaí
- who are presenting with behavioural concerns in the home, school and community.
- those who are experiencing issues in relation to school attendance and attainment, antisocial behaviour, emotional regulation, communication, attitude and impulsivity.

The posts will provide intensive community support for at risk children and young people, through developmental and practical supports.

This initiative is operated and managed by Foróige, with the support and advice of An Garda Síochána, the current GYDP project committee and local community partners.

KEY RESPONSIBILITIES

The Project Worker (8-11 yrs.) will be employed by Foróige for a fixed term contract. 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 Project Workers for 8 to 11 year olds, in carrying out any functions which may be involved in or arising out of the appointment, shall be as notified by the board of Foróige and/or its Chief Executive Officer from time to time. These duties will include:

- i) Assessing and responding to the needs of young people aged 8-11 years old in accordance with Foróige policy and procedures.
- ii) Engaging targeted young people in a process of learning and development that will enable them to examine their own behaviours and to make positive lifestyle choices that will protect them from involvement in criminal, harmful or socially unacceptable behaviours
- iii) Engaging with young people who are known to the Gardaí and the community and are at risk of offending, on both a one-to-one and group level.
- iv) Designing, implementing and evaluating outcomes focused interventions for 8 to 11 year olds

- v) Engaging with and supporting parents, guardians and family members to engage effectively with their young person to facilitate positive behaviour change.
 - vi) Building and maintaining relationships with local stakeholders, particularly An Garda Síochána and other services engaged with young people in the catchment area.
 - vii) Completing accurately and submitting on time any standard clerical procedure of expenses, quarterly performance reports, annual plan etc.
 - viii) Operating efficient office procedures in line with data protection act requirements e.g. filing, keeping records etc.
- ix)** Attending committee and team meetings and preparing written reports as required by Management, Project Committee and Funders
- x) 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 DEN Garda Youth Diversion Project.

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

- Education to Degree standard preferably in Youth / Justice / Health Promotion work **(E)**
(Note; candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications)
- 1 year experience in a GYDP or similar role. **(E)**
- Experience in working with young people 8-11 yrs. **(D)**
- Access to a car and full Irish driving licence **(E)**
- Relevant paid or voluntary experience of working with young people **(D)**
- Exposure and understanding of GYDP work and of working with young people from minority ethnic groups **(D)**
- Demonstrate the capacity to engage this 8-11 aged cohort of young people in creative and innovative initiatives that best responds to the needs of their specific needs. **(E)**
- Demonstrate a strong understanding of the principles of youth diversion work for the 8-11 age cohort **(E)**

PERSON SPECIFICATION (All Essential requirements)

- Ability to build and maintain effective relationships with young people
- Good interpersonal skills, including the 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 the ability to draft summary information and correspondence, good report writing skills
- Good computer skills, including Word processing, MS Access, Excel, Internet and PowerPoint

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

BENEFITS FOR THE ROLE

- ✓ **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.

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 Project Worker will be entitled to 29 days annual leave pro rata per annum plus public holidays. The needs of the job must be considered when applying to take this leave.
- Hours of work:** The Project 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.
- Salary:** Foróige Youth Officer Salary scale: €35,632, €37,116, €38,599, €40,084, €41,568, €43,056, €44,543, €46,761, €48,979

Base: The employment base for this role will be Longford

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.

Applications: Applications should be made by way of the Foróige job application form only. The job application form is available to download from the 'careers' section of our website www.foroige.ie . You can email your application form to recruitment@foroige.ie