

JOB DESCRIPTION

Job Title:	Project Worker
Location(s):	CRIB Youth & Family Support Service, Sligo Town
Hours:	35 hours per week minimum
Responsible to:	Regional Manager
Annual Leave:	29 days per annum (pro-rated)
Contract Type:	Fixed – Purpose (Secondment Cover)

ABOUT FORÓIGE

Foróige is the leading youth organisation in Ireland and has been working with young people since 1952. Our purpose is to enable young people to involve themselves consciously and actively in their development and in the development of society.

Foróige works with all young people through our general services. Foróige Clubs, Foróige Juniors, Foróige Interest Clubs, Foróige Youth Cafés encouraging young people to take responsibility for themselves and to be part of shaping the world around them while developing their talents, skills and abilities. We also work with vulnerable young people who require additional support through a full range of targeted services. Targeted services such as Garda Youth Diversion Projects, Teen Parent Support Programmes and Youth & Family Support Services, such as the CRIB. These Projects help young people to deal with issues associated with poverty, marginalisation and social exclusion, under-achievement at school, early school leaving, and other personal, social, mental, emotional, peer and family difficulties in a safe friendly environment.

All Foróige Clubs, Projects, Services and Programmes are designed to achieve these outcomes in a developmental and fun way, by:

1. Building self-esteem and confidence through challenging experiences
2. Develop the ability to manage personal and social relationships
3. Providing learning opportunities which enable youth to gain knowledge and develop new skills
4. Build young people's capacity to consider risks and consequences, make informed decisions and take responsibility

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 CRIB Youth & Family Support Project which operates in Sligo town seeks to enhance the life chances of the young people of Sligo and to assist them fulfil their potential. The project is managed by Foróige in partnership with Tusla, Child & Family Agency and combines the expertise of both agencies to deliver a community-based resource. The CRIB provides a range of developmental educational programmes and activities for young people aged 10 to 18 years in particular targeting young people and parent's / families who are at risk of or currently experiencing personal, educational, family or social difficulties including young

people from identified areas of disadvantage, minority groups and those referred to the project. Young people are referred from Tusla, HSE services, the Education sector, other Community & Voluntary agencies, Parents and Young people may also self-refer. Programmes are provided to enable young people develop knowledge, skills and attitudes particularly in the areas of personal effectiveness, social competence, character development, educational achievement and community development. Programmes are organized to address specific areas of need or of concern.

The successful candidate will be given contract of employment with 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.

KEY RESPONSIBILITIES

The duties of the Project Worker shall be notified by the board of Foróige and/or its Chief Executive or nominee. These duties will include, but are not limited to:

- Actively engage young people, in particular those with higher levels of need aged 10-18 years in positive family and community-based programmes to support their growth and development.
- Designing, organising, implementing and administrating of educational and support programmes with targeted groups of young people or individuals during unsocial hours, late evenings / nights and weekends. The types of programmes to be delivered:
 - Provide specific programmes of support on a need led basis to young people out of home and actively promote this aspect of the service with young people
 - Intensive programmes: personal development focusing on particular issues for young people
 - Individual: One to one programmes for young people
 - Special Interest: Focused on particular interest of young people such as art, drama, dance, technology
 - Preventative / diversionary: activity-based groups to support young people
 - Entertainment based: Working with and providing young people with alternative events for entertainment purposes
 - Parenting programmes – design, organisation/co-ordination and implementation of parenting programmes
 - Drop-in service: pro - actively interact with young people in the service during this period
 - Actively support the development of voluntary clubs and volunteer involvement in the project
 - Enable the ongoing development and delivery of the health advice aspect of the service.
- Ensure young people and parents in targeted communities within the catchment area of the service through specialised outreach developmental programmes are engaged.
- Be responsive to needs and provide an integrated approach to family support and youth work by working closely with, and involving other agencies
- Contribute to the 5 National Outcomes for Children
- Be actively involved in the development of our local Area Pathway/CFSN and participation in Meitheal.
- Reporting to the Foróige Manager/Project Leader. Attending meetings and prepare written reports as required
- 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 CRIB Youth Project & Health Café.

PROFESSIONAL QUALIFICATIONS AND EXPERIENCE

(E) = Essential, (D) = Desirable

- Education to Degree standard preferably in Youth Work / Social Care / Youth Justice / Health Promotion or other relevant discipline **(E)**
- A minimum of 2-year relevant full time work experience **(D)**
- Access to car and full driving licence **(E)**
- Experience in recruiting target group **(D)**
- Programme design experience **(D)**
- Experience in facilitating programmes with young people and Parents **(D)**
- Training in Parents Plus Adolescent programme **(D)**
- Knowledge of other agencies providing services for young people in Sligo **(D)**

PERSON SPECIFICATION (all Essential requirements)

- Ability to build and maintain effective relationships with young people and parents/guardians.
- Good interpersonal skills, including ability to liaise with a wide range of contacts and build and maintain effective working relationships.
- Access to car and full driving licence
- Ability to be proactive, use own initiative and work effectively within a pressurised environment.
- Positive and flexible approach to team working.
- Good computer skills, including Word, Excel and Prezi/PowerPoint.
- Experience in designing and facilitating bespoke and evidence-based programmes and interventions.

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

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.
- 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 Project Worker will be expected to work a minimum of 35 hours per week. The position will require flexibility in relation to working hours. Out of hours and weekend work will be required with up to three late evenings/nights at a minimum.
- Salary:** Salary will be based on the Foróige Youth Worker salary scale: €35,632, €37,116, €38,599, €40,084, €41,568, €43,056, €44,543, €46,761, €48,979 and starting 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 CRIB Youth Project & Health Café, Rockwood Parade, Co. Sligo.
- 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 Project 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:** Apply using the Foróige job application form only which is available [here](#).