

## JOB DESCRIPTION

<b><u>Job Title:</u></b>	<b>Ukrainian Support Workers x2 UBU South Sligo</b>
<b><u>Contract Type:</u></b>	Fixed Term – Dec 2024
<b><u>Location:</u></b>	Sligo
<b><u>Hours:</u></b>	1x Full Time post; 1x 3 days per week

### **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 500 staff and involves thousands of volunteers in the creation and delivery of high-quality services to young people through the operation of Foróige Clubs, 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 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 Ukrainian support workers will work as part of the UBU Your Place Your Space funding scheme through Mayo Sligo Leitrim Education & Training Board (MSLETB), funded by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY).

UBU Your Place Your Space youth services allow young people to access out-of-school support in their local communities to achieve their full potential by strengthening their personal and social development outcomes.

The Department of Children, Disability, Equality, Integration and Youth (DCEDIY) has provided funding through the Integration Fund to support young people who fled the war in Ukraine in their community in 2024.

The funding for this Project is intended to

- Provide support interventions for young people who have fled from the war in Ukraine as they integrate into Irish society
- Deliver a range of additional programmes and activities with existing youth projects as they engage with new communities of young people who have fled from the war in



Ukraine and assist in their integration with their new communities.

- The types of actions in support of the objectives noted above include youth-related activities, including one-on-one support, trips, events and programmes.

### **Role information**

The successful candidates will work as part of the South Sligo UBU Foróige team, providing outreach throughout County Sligo as required, in response to the needs of Ukrainian Refugees in the area.

The role of the Ukrainian Support Workers is to work alongside the Foróige team in South Sligo to support the delivery of youth work programmes to young people in Sligo. The role includes engaging with young people in the county as part of Foróige's programmes for young people. The role will also include outreach and recruitment of young people fleeing the war in Ukraine. The project will provide a range of interventions/services, mainly targeted at Ukrainian young people, including the development of community-based integration, diversionary activities and developmental programmes.

The Ukrainian Support Workers will be employed by Foróige, who will be given a fixed-term employment contract until 31st December 2024. It must be understood, however, that employment may be terminated if this position becomes redundant during the contract period or if the funding for the post is discontinued or the post holder fails to perform satisfactorily.

## **Key Responsibilities**

The duties of the Ukrainian Support Workers will include but are not limited to:

- The development of new and innovative programmes and interventions to meet the needs and interests of the Ukrainian young people in the identified catchment areas of Sligo, including Sligo Town, Ballinafad, Rosses Point and Enniscrone, operated primarily on evenings, on weekends and during school holidays.
- Developing tailored programmes and activities to support each Ukrainian young person's welfare and development whilst seeking to improve Communication Skills, Confidence & Agency, Planning & Problem-Solving Relationships, Creativity & Imagination, Resilience & Determination and Emotional Intelligence.
- Delivery and facilitation of integrative youth work programmes to groups of young people in partnership with Foróige youth work staff
- Focusing on developing culturally appropriate interventions in response to the needs of the young people targeted by the project. This requires dynamic and creative approaches to working with diverse groups of young people.
- The engagement of the young people in the co-design of the project and the programmes on offer.
- Responding to any new and emerging needs as may be identified by MSLETB.
- Ensuring a minimum of 80% of the service effort will be on direct service delivery with young people.
- Utilising evidenced-based interventions and adopting the Logic Model for the programme planning.
- Giving priority to developing and enhancing interagency collaborations with other providers of services for young people operating in the identified area.
- Regularly evaluate the impact of the youth work interventions and evidence the improved outcomes for young people.
- Operating efficient record keeping, office procedures, administration systems and submitting reports.
- Participation in the UBU Performance Oversight and Engagement Framework.
- Recruiting, supporting and working alongside volunteers to deliver youth development activities for Ukrainian young people
- Participating in outreach work alongside South Sligo UBU youth workers to develop relationships with young people in the area
- Working with other Foróige staff in Sligo, community members, and other agencies and organisations to identify and provide appropriate support to the young people to be engaged in the project.
- Ensuring that programmes are delivered in a safe manner and in compliance with all health and safety guidelines
- Engaging with other Foróige projects and services in the area as appropriate.
- Any such other relevant duties required to support the effective delivery of Foróige Youth Work programmes

### **Professional Qualifications and Experience (E) = Essential, (D) = Desirable**

- Education to National Degree standard. (Note: candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications) (E)
- A minimum of 1-year relevant work experience with young people (E)
- Access to a car and full driving licence (E)
- High level of motivation/ability to work on own initiative (E)
- Ability to work as part of a team of staff and volunteers (E)
- Experience in delivering and designing Health and Well Being Programmes (D)
- Ability to build and maintain relationships with relevant funders and local agencies (E)
- Ability to work as part of a multidisciplinary team (E)
- A working knowledge of the area (D)
- Paid or voluntary experience working with young people in a youth work setting (E)
- Ability to engage target group (E)
- An understanding of Youth Work and Community Work methodologies (D)

### **Person Specification (all Essential requirements)**

- An understanding of Youth Work and Community Work methodologies.
- Understanding of the barriers and issues facing immigrants (including refugees) and obstacles in accessing services in Ireland.
- Ability to engage the target group
- Skills in empowering others and facilitating development
- Empathetic attitude / approachable
- 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 initiative, and work effectively in a pressurised environment.
- Positive and flexible approach to team working
- Good written communication skills, including drafting summary information and correspondence.
- Good computer skills, including Word processing, MS Access, Excel, Internet and PowerPoint.
- 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
- Positive and flexible approach to working as part of a team
- Ability to follow organisational guidelines and processes.



### **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 work hours to meet the work's needs. Work during weekends and 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 the Board of Foróige and the Chief Executive Officer of Foróige or their nominee from time to time



### **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 two reference checks before commencing employment with Foróige.
- Annual Leave:** The Ukrainian Support Workers will be entitled to 29 days of annual leave pro rata plus public holidays. The needs of the job must be considered when applying to take this leave.
- Hours of work:** It is expected that Ukrainian Support Workers Full time post, will work a minimum of 35 hours per week; Part time post will work 3 days per week. Please note this position will require flexibility in relation to working hours. It is expected that the Youth Officer will work some late evenings and some weekend work.
- Salary:** The salary for this position is based off of the Foróige Youth Officer salary scale: €36,701, €38,229, €39,757, €41,287, €42,815, €44,348, €45,880, €48,164, €50,448. Starting Point for this role will be point 1 of the scale.
- 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.
- Base:** The employment base will be the Foróige Office in Sligo/Tubbercurry
- Applications:** Applications for the above vacancy should be made by way of Foróige Application form which is available [here](#).

*Note: A panel may be formed from which future positions funded from a variety of sources may be filled.*

Foróige is committed to a policy of Equality of Opportunity in its employment practices.