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JOB DESCRIPTION

Job Title:	Family Support Worker- JAY Youth Diversion Project
Job Reference:	FRGJOB_382
Location:	Jobstown, Tallaght, Dublin 24
Type of contract:	Ongoing 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 500 staff and involves thousands of volunteers in the creation and delivery of high quality services to young people through the operation of over 600 Foróige Clubs and over 140 General Youth Services and Special Projects. These community-based and community-supported initiatives are run throughout the country, 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 JAY project is part of a network of Youth Diversion Projects; funded by the Department of Justice and the European Social Fund, in conjunction with An Garda Síochána and is managed by Foróige. It is based in the Jobstown area of Tallaght.

Youth Diversion Projects are Community based, multi-agency youth crime prevention initiatives which seek to divert young people who have been involved in anti-social and/or criminal behaviour by providing suitable activities to facilitate learning and personal development, promote civic responsibility and improve long term employability prospects. The project also works with young people who are 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.

The Family Support Worker is part of the JAY Youth Diversion Project providing support for the families of those involved in the JAY YDP with the aim of supporting parents, guardians and family members to engage effectively with the young person to facilitate positive behaviour change.

The Family Support Worker will be employed by Foróige and will be given a contract of employment. 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.

Role & Key Responsibilities

A vacancy currently exists for a Family Support Worker within the JAY Project. The duties of the Family Support Worker will include:

- Engaging parents of JAY Project participants in a process of learning and development that will enable them to examine their own and their child's behaviours and aid them to support their child to make positive lifestyle choices that will protect them from involvement in criminal, harmful or socially unacceptable behaviours
- Identifying and responding to the needs of project participants' families in line with the YLS/CMI 2.0 and in conjunction with the Youth Justice Workers and developing case plans to meet those needs
- Identifying, designing, implementing and evaluating effective parenting and parent/ child interventions and supports
- Engaging with and supporting young people, parents, guardians and family members to engage effectively with their young person to facilitate positive behaviour change
- Providing engagement through a planned programme of individual and group-work and through outreach work where required
- Enlisting the support of parents, family members, community groups and other agencies to enhance the support and development opportunities for young people
- Building and maintaining relationships with local stakeholders, particularly An Garda Síochána, Tusla and other youth & family services in the catchment area
- Ensuring that the JAY Project is operating in accordance with the YDP Operational requirements, assessment and case planning guidelines and all other policies and guidelines set out by Foróige
- Completing accurately and submitting on time written plans and reports as required for Management, Project Committee and funders as well as other administrative requirements, timesheets, expenses, petty cash etc.
- Operating efficient office procedures in line with data protection act requirements e.g. filing, keeping records etc.
- Attending committee and team meetings and preparing written reports as required by Management, Project Committee and Funders

Professional Qualifications and Experience (E=essential; D=Desirable)

Education to Degree standard preferably in Youth / Justice / Social / Family Support work (E)

(Note; candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications)

- 1 year experience in a Youth Justice, Family Support or similar role. (E)
- Experience in providing support to parents & families (D)
- Access to a car and full Irish driving licence (E) D1 Licence (D)
- Relevant paid or voluntary experience of working with young people and/or families (E)
- Exposure and understanding of Youth Diversion work and of working with young people and families from minority ethnic groups (D)

Person Specification (All Essential requirements)

- Understanding of family support work and principles
- Ability to build and maintain effective relationships with parents & 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.
- 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
- Identify training needs with your line manager and participate in training opportunities appropriate to the role

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 Family Support 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.
- Hours of work:** The Family Support 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 Family Support Worker will work late evenings/ nights per week and some weekend work.
- Salary:** The salary for this position will be €34,587 pro rata per annum.
- Base:** The employment base for this role will be the Foróige office, Jobstown, Tallaght Dublin 24
- 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 by email to recruitment@foroige.ie . The job application form is available to download from the 'careers' section of our website www.foroige.ie

