



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth



Rialtas na hÉireann
Government of Ireland



JOB DESCRIPTION

Job Title:	Youth Worker
Project:	West Donegal UBU Youth Project
Location:	West Donegal
Type of contracts:	Ongoing, subject to funding
Responsible to:	Area Manager
Annual leave:	29 days per year
Posts Available:	1 Full-time post.

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 480 staff and involves thousands of volunteers in creating and delivering high-quality services to young people through the operation of over 580 Foróige Clubs and over 150 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 committed to a policy of Equality of Opportunity in its employment practices.

Project information

The West Donegal UBU Youth Service, a new youth service, is funded by the Department of Children, Equality, Disability, Integration and Youth under the UBU Your Place Your Space funding scheme through Donegal ETB. The suitable candidates for this post are tasked to deliver on the Service Requirement developed by Donegal ETB on behalf of the Department of Children, Equality, Disability, Integration & Youth under the UBU Your Place Your Space Funding Scheme. 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 Youth Worker will be employed by Foróige and given a contract of employment. It must be understood, however, that if the position becomes redundant at any time during the contract period or if the funding for the post is discontinued, or a post holder fails to perform satisfactorily, employment may be terminated.

Location(s) of the Service: The Project will provide youth support in West Donegal with a particular focus on young people in Ghaath Dobhair, Doochary, Meenaclady, Bunbeg/Derrybeg PCT area, Arranmore Island and Tory Island.

Target group(s) for the West Donegal UBU Project:

Target groups are as set out in the Service Requirement and are in line with the target groups for the UBU scheme, namely:

Target Group 1: 30-40 young people aged 10-14 who are vulnerable or at risk of not flourishing, including but not limited to those experiencing rural isolation. The main issues affecting them are mental and emotional issues and risk-taking behaviours.

Target Group 2: 20-30 young people aged 15-17 who are vulnerable or at risk of not flourishing, including but not limited to those experiencing rural isolation. The main issues affecting them are mental and emotional issues, risk-taking behaviours, early school leaving, underage hazardous driving, substance misuse, antisocial behaviour, and vandalism.

Target Group 3: 10-15 young people aged 18-24 who are vulnerable or at risk of not flourishing, including but not limited to those experiencing rural isolation. The main issues affecting them are mental and emotional issues, risk-taking behaviours including dangerous driving, substance misuse, and addiction.

Target Group 4: 10-15 young people aged 15-18 experiencing marginalisation whose specific circumstances limit their opportunities (including but not limited to LGBTI+, Young Carers, and young people with disabilities). The main issues affecting them are rural isolation, lack of access to services, and poor transport infrastructure. Services for young people with a disability are particularly poor in the West Donegal area since the Paediatric consultant clinic and child psychologist service is no longer available. Key Priority areas are to promote opportunities for the participation of young people from all ethnicities, disabilities, and sexual orientations (LGBTI+) in the decisions that affect their lives and integrate their views into policies and strategies in areas such as health, education, training and employment.

In agreement with Donegal ETB, target groups may change as the work of the service progresses or as new needs emerge.

Key Responsibilities

The duties of the Youth Worker shall be notified by the Board of Foróige and/or their nominee. The function is achieved through fulfilling the main duties outlined below:

Work with the target groups will likely include informal and non-formal supports, such as group work and one-to-one support and interventions. The service must be provided at times that suit the needs of the targeted

young people. Initial engagement of such young people by the service will entail close collaboration with schools and other agencies, as well as with the families of the young people themselves.

The core responsibilities of the Youth Workers will involve:

- The development of appropriate and innovative programmes and interventions to meet the needs and interests of the targeted young people in the catchment area operated primarily on afternoons, evenings, weekends and during school holidays. This requires dynamic and creative approaches to working with diverse groups of targeted young people.
- The provision of structured and evidenced-based youth work programmes, e.g. drop-in, outreach, group work, and one-to-one, to be delivered at times best suited to the young people's needs.
- Using an innovative approach to address rural isolation.
- The provision of out-of-school support to young people in their local communities to enable them to overcome adverse circumstances and effect positive change in the following seven personal and social development outcomes areas - Communication skills; Confidence and agency; Planning and problem-solving; Relationships; Creativity and imagination; Resilience and Emotional intelligence.
- The young people's engagement in the project co-design and the programmes on offer.
- Ensuring a minimum of 80% of the young people (aged 10 to 24 years) accessing the service are within the target group requiring support or at significant risk.
- Responding to any new and emerging needs as may be identified by Donegal ETB.
- Ensuring a minimum of 70% of the service effort will be on direct service delivery with young people.
- Utilising evidence-based interventions and adopting the Logic Model for 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 office procedures, administration systems and complete reports.
- Participation in the UBU Performance Oversight and Engagement Framework.

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

- Education to Degree standard preferably in Youth Work / Culture / Drugs & Alcohol / Health Promotion Work (note: candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications) **(E)**
- A minimum of 1 year relevant full time work experience **(D)**
- Provide the service through the medium of the Irish Language **(D)**
- Access to car and full driving licence **(E)**
- Paid or voluntary, experience working with young people **(D)**
- Experience in recruiting target group **(E)**

- Programme design experience **(E)**
- Experience in facilitating evidence-based programmes **(D)**
- Experience of working with marginalised ethnic groups **(D)**
- Experience in facilitating tech space and/or other similar technologies **(D)**

Person Specification: all essential requirements

- Ability to engage target group.
- Good interpersonal skills, including the ability to liaise with a wide range of contacts, and build and maintain effective working relationships.
- Ability to be proactive, use initiative, and work effectively in a pressurised environment.
- Positive and flexible approach to the work.
- Good written communication and writing skills, including the ability to draft summary information and correspondence.
- Excellent computer skills, including Word processing, Excel, social media and Prezi/PowerPoint.

Requirements of Foróige staff: all essential requirements

- Commitment to the purpose of Foróige and UBU Your Place Your Space and to work within the values, policies and procedures.
- 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 with interventions outside of school hours, afternoons and late evenings and regular weekends and school holidays.

Additional Considerations for the Role

Funding: It must be understood that if the funding for this post is discontinued the post holder's contract may be terminated.

Medical: The successful candidate will be required to complete 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.

- References:** The successful candidate(s) will undergo 2 reference checks before commencing employment with Foróige.
- Annual Leave:** The Youth 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 position will require flexibility in relation to working hours. There is a requirement to operate the service outside of school hours, afternoons and late evenings and regular weekends and school holidays.
- Salary:** The salary will be based on the Foróige Youth Officer Scale. €34,587; €36,027; €37,467; €38,908; €40,349; €41,793; €43,236; €45,389; €47,542
- Base:** The employment base will in West Donegal, exact location TBC
- 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:** 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 to recruitment@foroige.ie.

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

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