



Rialtas na hÉireann  
Government of Ireland



Có-mhainithe ag an  
Aontas Eorpach  
Co-funded by the  
European Union

ciste na  
gcuntas díomhaoín  
the dormant  
accounts fund



**Job Title:** Senior Youth Officer

**Number of Posts:** 1

**Location(s):** Cavan

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Foróige is an independent, non-profit national voluntary youth organisation engaged in out-of-school youth development and education. The organisation enables 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 400 Foróige Clubs, the Big Brother Big Sister Programme and over 140 General Youth Services and Special Projects - including over 40 Youth Diversion Projects.

We are currently recruiting 1 **Senior Youth Officer (SYO)** for the Cavan 365 Youth Diversion Project (YDP). This is a management and leadership position responsible for the continued development of the youth diversion project, and the direct support and supervision of professional youth work staff. The SYO will support the integration and development of the Foróige services so that young people should have the benefit of a “no-wrong door” experience. This will include providing consultancy and support to local Foróige staff, projects and services. The SYO will also support the development of Foróige’s youth service provision in the county.

The Cavan 365 project is part of a network of Youth Diversion Projects; funded by the Department of Justice and by the European Social Fund and Dormant Accounts, in conjunction with An Garda Síochána and managed by Foróige.

## **Key Responsibilities**

- Leading, guiding and supporting the work of the Youth Diversion Project, in conjunction with the Area Manager, including project expansions where applicable.
- Implementing the “No-wrong door” ethos and practices across the range of Foróige services.
- Recruiting, Supporting and supervising project staff.
- Delivery of youth justice interventions to young people.
- Identifying the needs and strengths of young people and their families, and developing case plans to respond to them effectively.
- Working in partnership with local agencies, in responding to the needs of young people at risk of offending or reoffending.
- Building and maintaining effective working relationships with An Garda Síochána and other local stakeholders.
- Implementing the practices and policies to support the “No wrong door” approach across Foróige operated projects and services.
- Supporting the enhancement and development of youth work services within the county.
- Coordinating and supporting the YDP Advisory and Referral Assessment Committees.
- Ensuring compliance with Foróige policies, procedures and guidelines, and YDP Operational Requirements.
- Administration, budget and resource management including compiling plans and reports as required by the funder and ensuring that deadlines are adhered to.
- Initiating and contributing to local, regional and national initiatives, committees and structures in relation to responding more effectively to the needs of young people.
- 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 Youth Diversion Project.

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

- Education to minimum Degree level (Level 7 NFQ) in a relevant discipline (E).
- A minimum of 3 years’ experience of working with vulnerable young people and/or families (E).
- Previous line management and supervision experience (D).
- Experience in establishing, leading and coordinating new and innovative responses to youth needs (E).
- Car owner with full driving licence (E).

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

- Ability to build and maintain effective relationships with 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 and verbal 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. Work during unsocial hours will be required.

### **Suggested Reading**

- Youth Diversion Projects National Guidelines
- Youth Justice Strategy 2021-2027
- Together Stronger, guidelines for effective partnership between Garda JLOs and Youth Diversion Projects
- Greentown Report

### **About Youth Diversion Projects**

YDPs are community based, multi-agency, youth crime prevention initiatives which primarily seek to divert young people involved or at risk of becoming involved in criminal/anti-social behaviour away from the criminal justice system by providing suitable activities to facilitate personal development, promote civic responsibility and improve long-term employability prospects.

All interventions delivered through Foróige YDPs, are needs led, evidence based and outcomes focused with a view to reducing the likelihood of a young person offending or re-offending. Interventions can take place in both group and one to one settings, on site in a project premises, or reaching out to the community and other suitable spaces.

The YDP national guidelines provide further information in relation to the structure and operation of YD projects.

## The Youth Justice Strategy 2021-2027

The vision of the Strategy is “Collaborating across all sectors of government and society in the development and delivery of opportunities for children and young people, to harness support in their families and communities in order to strengthen their capacities to live free from crime and harm”.

The strategy prioritises implementation of measures to enhance the existing Youth Diversion Projects (YDPs) bringing with it more opportunities than ever to make a difference in the lives of young people, families and communities.

These measures have ensured the integration and expansion of YDP’s to include Early Intervention, Family Support and harder-to-reach children and young people services. It is as a result of these developments that the current vacancies arise in Foróige YDPs.

The Strategy focuses on maximising the opportunities for promoting positive behaviour change in young people who are at risk of coming into contact with the youth justice system. It takes a rights-based approach to working with young people at risk, and is underpinned by a “no wrong door” principle, outlining a commitment to child centred wrap-around services. The Strategy emphasises the development of evidence informed programmes, interventions and supports, across all areas of the youth justice system including court processes, detention and legislation, as well as early intervention and diversion measures.

## Benefits

<b>Salary:</b>	Senior Youth Officer Scale: €51,846, €53,775, €55,709, €57,640, €59,568, €61,495
<b>Annual Leave:</b>	29 days annual leave plus Good Friday
<b>Pension:</b>	Contributory pension benefits
<b>Training &amp; Development:</b>	Structured onboarding together with a 9-day Foróige Induction Programme. Ongoing CPD.
<b>Study Leave:</b>	Up to 5 days paid Study Leave per year of course.
<b>Organisation Culture:</b>	Support & Supervision policy and practices that support your professional development.
<b>EAP:</b>	24/7 Employee Assistance
<b>Career Break:</b>	Up to 2 years Career Break after 3 years’ service.
<b>Unpaid Leave:</b>	Up to 6 months Unpaid Leave Break after 1 year service

<b>Flexible Work:</b>	Flexible work practices that support work life balance.
<b>Maternity &amp; Paternity Benefit:</b>	Top up Maternity and Paternity Benefit pay.

### **Other Information**

**Garda vetting:** Candidates under consideration for employment in Foróige will be subject to Garda vetting.

**Hours of work:** You 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 you will work some late evenings per week and some weekend work.

**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:** Please complete the Foróige Application form online [here](#).