

Job Description

Job Title:	Project Worker
Project:	Foroige South Donegal CFSN (Child & Family Support Network) (2days) and Specialist Intensive Youth Support Project (3days)
Location:	Base within the South CFSN network
Type of contract:	Fixed Purpose
No of hours:	35 hours per week
Annual leave:	29 days per year

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 400 Foróige Clubs and over 170 General Youth Services and Special Projects. The organisation is a registered charity and is supported by a combination of statutory, philanthropic and corporate funding. Foróige is an equal opportunity employer.

Role Information:

This post incorporates two projects funded by Tusla: Tusla - the Child and Family Agency. Two days per week in the South CFSN Project & Three days per week in the Specialist Intensive Youth Support Project. A description of the projects and roles are included in the information below.

The South CFSN Project (2 days per week): Tusla established the Child and Family Support Networks (CFSN's) as a core component of their National Service Framework. The South Donegal Child and Family Support Network (CFSN) takes in Barnes, Donegal Town, Mountcharles, Ardara, Glenties, Portnoo, Glencolmcille, Carrick, Kilcar, Inver, Laghey, Pettigo, Ballyshannon & Bundoran. The youth work service in the South Donegal CFSN area is funded by Tusla and is provided and managed by Foróige.

The Project Worker will be employed by Foróige to develop and implement youth work programmes and interventions in the South Donegal CFSN for young people aged 8 - 21. The work includes identification and recruitment of young people who present with different levels of needs from universal to those who present with more high level needs. The work will involve the establishment and facilitation of group work and individual interventions, the development and implementation of programmes and the recruitment of adult volunteers. The Project Worker will target and engage those young people through outreach and centre based work. The successful candidate will work as part of the Foróige team in the South Donegal CFSN network and will report to the Project Leader and Manager of Foróige.

The Specialist Intensive Youth Project (IYSP): This Project arose out of a clearly identified need to respond in a comprehensive, holistic way to the needs of particular young people who are experiencing adversities, in particular those at level 3 and 4 of the Hardiker model. This service provides a specialised youth service for vulnerable young people who have complex needs.

The project worker will facilitate direct interventions targeted at young people who are at risk which are needs and strengths led which will enable them to develop their capacity, resilience and strength. This project worker will work in an integrated way with Tusla services in Donegal and will also focus on empowering young people and children to connect and integrate into their communities. The project worker will provide both short and long term one to one and small group support for children and young people aged 8-21. Young people are referred by Tusla Donegal teams including; Child Protection Social Work, Children in Care Social Work, The Intake Social Work Team, The 16+ Aftercare Team and Meitheal. The project worker will facilitate youth work interventions with participants who present with complex, high level needs and who require an intensive level of support which may be unavailable through other mainstreamed youth services in the County. A key focus of this service will be that throughout engagement the service will support the young person to the point where they are empowered to access specialist therapeutic interventions if needed, mainstream CFSN-based youth projects, and youth clubs and or are integrated into other community social activities on an ongoing basis.

Key Responsibilities for South CFSN / Specialist Intensive Youth Support Role:

The successful candidate 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. The duties of the Project Worker in carrying out any functions, which may be involved in or arise out of the appointment, shall be as notified by the Area Manager, the board of Foróige and/or its Chief Executive. These duties will include but are not limited to:

- a) Work with communities and key organisations to identify the young people for the Project.
- b) Provide a range of youth work interventions including one-to-one structured support, group work interventions, outreach and centre based activities to meet the needs and interests of young people.
- c) Devise effective responses to the diversity of presenting needs within the community. These should include:
 - i. an ability to provide culturally appropriate interventions to young people from a range of ethnic minority, cultural and religious backgrounds,
 - ii. work with young people who present with mental health or disability issues,
 - iii. young people who present with challenging behaviour;
 - iv. an approach which demonstrates a clearly outlined ability to persevere when working with reluctant young people;
 - v. LGBTI supports.
- d) Provision of youth work interventions that are responsive to the range of presenting issues such as for example; mental health, safe socialising, on-line bullying.
- e) Fully engage with the range of Tusla services such as Prevention, Partnership and Family Support (PPFS), Meitheal and Tusla Social work teams. Attend Tusla Child Protection Case Conferences, Meitheals and meetings with key Tusla personnel as required.
- f) Actively collaborative with other providers of services for young people operating in the CFSN area.
- g) Be proactive in embedding the principle of child and youth participation in the planning and implementation of work.
- h) Enlisting the support of volunteers and enable them to engage effectively with the target group in youth development activities.
- i) Provide specialised developmental programmes to help young people learn new skills to deal with the difficult issues they face in their lives in constructive and resourceful ways.
- j) To implement a range of programmes that will enable participants to develop intra personal skills to deal with their emotions and difficult experiences.
- k) To enable participants to actively identify and generate solutions to their current adverse life circumstances.
- l) To aid the development of participants' knowledge, skills and attitudes which will enhance their self-confidence and promote empathy with the ideas, attitudes and feelings of others.
- m) To work with existing services to ensure that the best possible service is provided to respond positively to the needs of young people.
- n) Report back to the Project Leader as necessary and complete relevant Foróige administration relating to the role.
- o) Ensuring the implementation of the fundamental purpose and philosophy of Foróige any other duties that may be assigned from time to time.

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

- Education to National Diploma or Degree standard (note: candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications) (E)
- Car owner with full Irish driving licence (E)
- Paid or voluntary, experience working with young people (D)
- A minimum of 1-year relevant work experience (D)
- Demonstrable knowledge and understanding of Foróige's philosophy and approach to youth work and engaging young people. (E)
- A good knowledge and understanding of Tusla's National Policy Framework for Children and Young People, Tusla's National Service Delivery Framework including Tusla's National Practice Model for Children and Young people. (D)

Person Specification (all Essential requirements)

- Good interpersonal skills, including ability to liaise with a wide range of contacts and build and maintain effective working relationships.
- Excellent organisational skills and high 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 team working.
- Good written communications skills, including ability to draft summary information and correspondence.
- Ability to follow organisational guidelines and processes.
- Good computer skills, including Word, Excel, Internet, PowerPoint and Social Media

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 need 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 the 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 complete a medical questionnaire / 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.

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

Base: The employment base will be in South Donegal (Donegal Town / Ballyshannon to be confirmed upon appointment)

Hours of work: 35 hours per week. Please note these positions will require flexibility in relation to working hours including early mornings, late evenings and some weekend work including occasional overnight residentials with young people

Annual Leave: The Project Worker will be entitled to 29 days annual leave (pro rata) per year plus public holidays. The needs of the job must be considered when applying to take this leave.

Salary: The salary for this position will be the first point of the Foróige Youth Worker Salary Scale - **€36,701**, €38,229, €39,757, €41,287, €42,815, €44,348, €45,880, €48,164, €50,448

Travel: This post will involve domestic travel within Ireland and occasional meetings. Travel and expenses will be paid in accordance with appropriate Foróige rates.

Training & Development: Structured onboarding together with a 9 day Foróige Induction Programme. Ongoing CPD.

Study Leave: Up to 5 days paid Study Leave per year of course.

Organisation Culture: Support & Supervision policy and practises that supports your professional development. Flexible Work: Flexible work practices that support work life balance.

Applications: Applications should be made by completing the [online application form](#).