



This Project is supported by the PEACEPLUS Programme

JOB DESCRIPTION

<u>JOB TITLE:</u>	1 Full time and 1 Part-time (2.5 days per week) Amplify Youth Workers
<u>PROJECT:</u>	AMPLIFY PEACEPLUS YOUTH PROJECT
<u>Report to:</u>	Senior Youth Officer -SYO – Area Manager Foróige
<u>Links to:</u>	Foróige, Youth Action Northern Ireland and six project partner organisations
<u>Timescale:</u>	2024 - 2028
<u>Location</u>	Cavan; Monaghan
<u>Funder:</u>	SEUPB

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 400 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, in rural and urban environments, 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.

DESCRIPTION OF PROJECT

Amplify is a regional youth work project operating in disadvantaged and polarised communities across 11 Northern Ireland Council areas (60% targeted) and the 6 border counties of Ireland (40%). Amplify project is supported by the PEACEPLUS Programme.

Amplify will engage young people who are disadvantaged, excluded or marginalised and who are aged 14-24yrs across defined regions and communities in Northern Ireland and the border counties of Ireland. This Foróige job description/project is specifically located in 4 sites

Site 1: Letterkenny

Site 2: South Donegal / North Leitrim/ North Sligo:

(Ballyshannon/ Bundoran / Kinlough/ Rossinver/ Grange/ Cliffony)

Site 3: Cavan

Site 4: Monaghan/ South Monaghan

Amplify will maximise the reach to young people who have fallen on hard times and who experience volatile and chaotic lives and where their vulnerability is heightened. Young people who are at risk of anti-social influences, unemployment and who have languishing mental health will be prioritised.

Through **Amplify** young people aged 14-24 years will engage in meaningful, purposeful and sustained contact to reduce isolation and segregation and to build positive and effective relationships through one to one support, and group interventions creating learning opportunities to develop understanding and respect for diversity and others; Health and Wellbeing opportunities through outdoor pursuits and adventure activities; Environmental themed opportunities; Career coaching and supporting opportunities for work sampling and developing preparation for work skills; Leadership skills development; Youth Entrepreneur Programmes; Digital Youth work interventions.

Amplify will provide meaningful cross-community and cross border programmes, with participants engaged 3-4 days per week over a 6–9-month period embedding the core elements of:

- personal development
- good relations
- citizenship
- employability skills
- positive progression

Through a co-design process, **‘tools for change’** will incorporate personal actions plans, youth achievement awards, learning goals, group discussion, creative expression workshops, self-directed tasks; citizenship projects, outdoor learning, residential experiences and personal mentoring.

PLANNED CONTACT

Scheduled timetabling will be in place for all groups to attend exploratory workshops, social action events, seminars and youth festivals. These are interactive, enjoyable and educational e.g., Hunger for Peace Games Day, Building Youth Activism days and Creative expression workshops.

OUTPUTS /TARGETS

A minimum of 240 young people across the 4 sites complete the programme having addressed Good Relations, Citizenship, Personal Development, Employability skills and Positive Progression. Young People will be recruited through

- Outreach by youth workers.
- Referral from Youth Organisations, and other Community and Statutory agencies

- Self-referral
- Word of mouth.
- Local promotion (newspaper, post office, shop notice boards).
- Social media promotion.

KEY RESPONSIBILITIES

The successful candidates will be employed by Foróige and will be given a contract of employment for a fixed term. 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 Youth Workers in carrying out any functions, which may be involved in or arise out of the appointment, shall be as notified by the SYO, Area Managers, board of Foróige and/or its Chief Executive Officer.

These duties will include but are not limited to the following:

- Direct delivery of interventions with project participants.
- Support young people to be co designers of programme activities and learning outcomes.
- Undertake all necessary training as requested.
- Record, monitor and update on a monthly basis all participant data (details, attendance records, one to one contact, achievements, progression etc) to meet the data requirements of the funders and the organisation.
- Attend and actively contribute to quarterly self-evaluation project partner meetings as part of our quality improvement process.
- Link with and contribute to other initiatives within the Amplify project as required.
- Administration, including inputting to Foróige IT systems, compiling reports as required by the funder and ensuring deadlines are adhered to.
- Robustly manage and maintain records as required by Foróige and the funder.
- Work within agreed budgets, as laid down by Foróige Senior Youth Officer.
- Comply with the financial procedures at all times.
- Comply with Foróige policies, procedures and guidelines as instructed by Foróige management.

Other duties will include but are not limited to:

1. PROMOTION AND RECRUITMENT

- Promote, recruit and retain target number of young people and local communities within each site
- Network with, meet with and give presentations to statutory and other relevant agencies:
- Draw on existing partnerships and develop new networks to enhance recruitment, programme development and supports to project participants.

2. DELIVERY OF PROGRAMMES AND RETENTION OF PARTICIPANTS

- Utilise various tools for change will enable young people to become involved, participate, complete and progress.

3. Development of programmes

- Plan appropriate programmes incorporating personal development, good relations, citizenship, youth employability and positive progression.
- Ensure cross community elements of programme and participation of young people.
- Identify and assess the needs of individual participants to ensure a menu of options - appropriate training, support measures and work placement /volunteering opportunities is tailored to meet their needs.
- Work with each participant to develop a personal action plan and to monitor and record progress toward achievement of personal goals.
- Organise one to one mentoring and activities to enhance personal learning and personal capabilities of young people.
- Organise residentials, cross community and cross border contact and activities for young people on a regular basis.
- Provide post programme support to all participants (up to 6 months) to support them to have positive progression to monitor their progress.
- Liaise with young people about their employment opportunities and nurture their confidence and skills in gaining employment experiences.

3. MONITORING AND EVALUATION

- Use a quality Evaluation framework to recognise and measure the achievements and outcomes for all participants.
- Ensure delivery and assessment of programmes is in line with awarding body requirements.

GENERAL

- Develop an understanding of the ethos, aims and objectives of the volunteering policy, strategy and plan of Foróige.
- Complete any necessary reports, evaluations and accreditation documentation as required/providing regular progress reports.
- Reflect the ethos, policies and practice of Foróige and demonstrate integrity, maturity and good judgement.
- Comply with all Foróige Child Safeguarding and Protection policy & procedures, including good practice guidelines.
- Adhere to all Foróige's policies and procedures.

PROFESSIONAL QUALIFICATIONS AND EXPERIENCE (E) = Essential, (D) = Desirable

- Education to National Diploma or Degree standard preferably in Youth / Community Work (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 **(E)**
- Access to car and full driving licence **(E)**

- Ability to engage target group **(E)**
- Paid or voluntary, experience working with young people **(D)**
- An understanding of Youth Work and Community Work methodologies **(D)**

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
- Good written communications skills, including ability to draft summary information and correspondence, good report writing skills.
- 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 needs 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 board of Foróige and /or 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 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 Full time Youth Worker will be expected to work a minimum of 35 hours per week. The Part Time Youth Worker will be expected to work a minimum of 17.5 hours per week. Please note these positions will require flexibility in relation to working hours. It is expected that the Youth Workers will work late evenings (up to 11pm) and some weekends.

Salary: The salary for this position will be discussed with the successful candidate upon appointment. This will be 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.

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 for this role will be is to be confirmed (exact location to be confirmed upon appointment).

Applications: Applications should be made by way of the [Foróige job application form](#) only which is available [here](#).

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