



**Job Title:** Youth Officers x2

**Contract type:** 1 Full-Time Ongoing, 1 Part-Time (3 days) Ongoing

**Project:** Integrated Youth and Family Project Louth Meath

**Location:** Louth and Meath- base to be confirmed

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### **About Foróige**

Foroige 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.

### **Project information**

Established in 2019 the Integrated Youth and Family Project (IYFP) is a partnership between Foróige and Tusla, offering structured support to identified at-risk young people and families within the Tusla Louth Meath area. The Project is funded by Tusla through the Creative Community Alternatives Initiative (CCA). The objective of each CCA project is to support children to live in their community 24/7 resulting in fewer children in residential care; more children stopped from coming into residential care; prevention through creative community alternatives; and de-escalation to community through creative community alternatives.

It is proposed to develop a model of working with vulnerable young people and families, to provide specialist intervention and support services for:

- 1.) Identified young people, who are at risk of reception into care.
- 2.) Young people who are in foster care and approaching disengagement.
- 3.) Young people with identified complex emotional needs or levels of risk.
- 4.) Parents and siblings of those engaged.

The project aims to meet a clearly identified need to respond in a comprehensive, holistic way to the needs of vulnerable young people and their families. Interventions that will be

delivered are experiential, creative, developmental, resilience building programmes designed to promote positive coping capacities and self-care in the face of stressful and difficult circumstances.

Programmes will range from one to one and group programmes with young people to parenting and whole family support with a view to increased integration of the young person and family into the community. The project operates from a strengths-based perspective. Young people are referred to the Project by Tusla's Creative Community Alternatives Governance Group and through Tusla's Project Gatekeeper.

The IYFP consists of 1 Senior Youth Officer and 3 full time and 2 part time Youth Officers with a catchment area of Louth and Meath.

This project aims to enable young people and their families to address a wide range of issues, which are prevalent for them, and to increase their capacity in achieving their full potential in life. Specifically, the project will work:

- To provide specialised developmental programmes and outreach services to help young people learn new skills to deal with the difficult issues they face in their lives in constructive and resourceful ways.
- To facilitate direct interventions for targeted young people and their families, which are needs and strengths led that will enable them to develop their capacity and inner strength to reconnect and integrate into their community.
- To implement a range of programmes that will enable participants to develop interpersonal skills to deal with their emotions and difficult experiences.
- To enable participants to actively identify and generate solutions to their current adverse life circumstances.
- To provide an integrated response to the needs of vulnerable young people and their families in the context of achieving better outcomes for the young person.
- 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.
- To work with existing services to ensure that the best possible service is provided to respond positively to the needs of young people and their families.

### **Key Responsibilities**

The successful candidate will be given a contract of employment by Foróige, 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 Officer(s) in carrying out any functions which may be involved in or arise out of the appointment, shall be notified by the Foróige Area Manager, the Board of

Foróige and/or its Chief Executive or nominee. These duties will include, but are not limited to:

- Working in partnership with Tusla's Creative Community Alternatives Governance Group and with the Foróige Senior Youth Officer, identifying and responding effectively to the needs of the young person at high risk.
- Building and maintaining effective working relationships with key stakeholders in the community.
- Designing and engaging young people in intensive one to one and group work programmes as well as parenting and whole family supports.
- Enlisting the support of parent/ guardians, family members and others to enable them to engage effectively with the young person in youth development programmes and activities and enabling them to engage effectively with the young person in supporting behaviour change.
- Working with the young person individually in order to facilitate integration into the community with a view to exploring alternative hobbies and interests to enable the young person to develop in the areas of personal effectiveness, self-esteem, confidence, social competence, character development and educational achievement.
- Engaging effectively with parents/guardians and other family members to support them in their own role with the young person.
- Developing planned crisis intervention responses for young people referred to the project.
- Enabling the young person to explore the range of options available to them particularly with regard to education/training and or/employment.
- Attending case conferences, regular reviews and meetings with Tusla personnel. ·  
Assisting the young person and family to access appropriate community resources and services, i.e., provide information and support and/ or referral to relevant agencies.
- Enabling and empowering the young person to fully participate in their own development and that of their community.
- Reporting to the Foróige Senior Youth Officer or nominee as necessary and complete relevant Foróige administration and reporting relating to the role.
- Any such other relevant requirements as the Area Manager, Board of Foróige and/or the Chief Executive or the nominee of the Chief Executive shall deem necessary for the effective implementation of Foróige's policy and programmes.

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

(E) = Essential, (D) = Desirable

- Education to Degree standard in a relevant discipline. (E)
- Up to two years of relevant experience of working with young people experiencing adversity and in planning interventions in order to achieve the best possible outcomes for the young person and their family. (E)
- Experience in working with families and parents, facilitating parenting and whole family programmes. (D)

- Demonstrable knowledge and understanding of Foróige’s philosophy and approach to youth work and engaging young people and families. (D)
- Ability to work in an efficient manner. (E)
- Car owner with full driving licence to be used for work each day. (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. (E)
- Knowledge of other youth, community and family support projects in the County. (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
- Excellent written communications skills, including report writing and the ability to draft summary information and correspondence.
- Ability to follow organisational guidelines and processes.
- 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
- Identify training needs with your line manager and participate in training opportunities appropriate to the role
- 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

## Benefits

**Salary:** 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 between point 1 and point 3 based on experience.

**Annual Leave:** The Youth Officer(s) 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.

**Pension:** Contributory pension benefits.

**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.

**EAP:** 24/7 Employee Assistance

**Career Break:** Up to 2 years Career Break after 3 years' service.

**Unpaid Leave:** Up to 6 months Unpaid Leave Break after 1 year

service

**Flexible Work:** Flexible work practices that support work life balance.

**Maternity and Paternity Benefit:** 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:** The Youth Officer(s) will be expected to work a minimum of 35 hours per week, 25 of these will be direct contact hours with young people/families. The position will require flexibility in relation to working hours. It is expected that the Youth Officer will work late evenings each week and regular 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. The IYFP covers

both counties of Louth and Meath and the Youth Worker will be expected to work in both counties.

**Applications:** Please apply by completing the [online application form](#).