



<u>JOB TITLE:</u>	FOROIGE DEVELOPMENT WORKER
<u>CONTRACT TYPE:</u>	ONGOING
<u>RESPONSIBLE TO:</u>	VOLUNTEER DEVELOPMENT MANAGER
<u>HOURS:</u>	35 HOURS PER WEEK MINIMUM
<u>ANNUAL LEAVE:</u>	29 DAYS PER YEAR

JOB DESCRIPTION

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 almost 600 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 200 General Youth Services and Special Projects. These community-based and community-supported initiatives are run in almost every county in the state, 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.

Role information

The aim of the Development Worker is to develop and support community based and volunteer led Foróige Clubs and Summer Schemes for young people in the Cork. The role involves engaging with local communities, identifying and recruiting suitable adult volunteer leaders, training and supporting them to operate clubs and or summer schemes in partnership with young people, providing training to young people and implementing and developing a range of non-formal education programmes for young people.

1. **Foroige volunteer led clubs.** These are a form of youth club focused on the development of young people and led by adult volunteers whose role is to enable the young people to participate in the day to day management of the club, influencing its decisions and participating in the community. Clubs meet weekly during term time in local community centres. The staff person's role is to support current clubs and develop new clubs through provision of services described below.

- 2. Summer Schemes.** These volunteer-led programmes held in July each year, of usually 2 weeks duration; have a long tradition in Cork. The Development Worker is responsible for coordinating a successful Summer Scheme Programme annually. This involves ensuring the maintenance current schemes the development of new schemes in Cork City and County, securing annual funding, preparing a funding distribution plan and fulfilling reporting requirements to funders - Cork City Council & Cork County Council; supporting local scheme committees and ensuring activities are safe, covered by Foróige insurance and organised & supervised by vetted Foróige Volunteers.

This is a unique role that has huge opportunities for skills development, provides a wide range of work experiences and has the opportunity for flexibility and creativity. The role includes full training in all aspects, supports for the successful candidate(s) and is suited to graduates and/or those with experience in youth or community development.

The Development Worker will be employed by Foróige and will be given a fixed term 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 the post holder fails to perform satisfactorily, employment may be terminated.

Key Responsibilities

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

- **Developing** – Establishing volunteer led Foróige clubs, groups and summer schemes in partnership with local communities through the recruitment of volunteer leaders and members.
- **Organisation** – Assisting volunteers, to organise themselves effectively and efficiently to engage in youth development activities including establishing new Foróige clubs, Summer Schemes and other volunteer led options and recruiting adult leaders. Liaising with funders and communities for the implementation of summer schemes and reporting on how they operated.
- **Training** – Training of adult volunteers and young people to enable them to perform their tasks more effectively.
- **Programme Development** - Developing education programmes as aids to adult volunteers in their task of youth development and enabling adult volunteers to devise their own programme.
- **Consultancy** - Consulting with adult volunteers in relation to problem solving and other areas of concern and interest to them in youth development.
- **Promoting** – Promoting Foróige volunteer led options in local communities and organisations.
- **Implementing** - Best practice policies and procedures in relation to volunteer recruitment, retention and selection. Implement a model of youth participation in Summer Scheme planning and operation
- **Interacting** - with other Foróige projects and services in the area as appropriate.
- 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.

Key Performance Indicators

- Maintain existing number of clubs

- Establish new Clubs
- Maintaining and expanding the number of Summer schemes
- Developing appropriate resources to support summer schemes in line with the purpose of Foróige
- Increase numbers of adult volunteers and young people engaged in Foróige volunteer led clubs
- Increasing the quality implementation of the Foróige club model

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

- Education to Degree standard (note: candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications) **(E)**
- Experience of volunteer recruitment, development and retention methodologies **(D)**
- A minimum of 1 year relevant work experience **(D)**
- Access to car and full driving licence **(E)**
- Ability to engage target group **(E)**
- Paid or voluntary, experience working with young people **(D)**

Person Specification (all Essential requirements)

- Ability to build and maintain effective relationships with community representatives, funders, adult volunteers and 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 in the evening and some weekends will 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 holders' contract may be terminated.
- Medical:** The successful candidate will be required to complete a medical questionnaire/undergo a pre-employment medical.
- Garda vetting:** As the roles involve contact with young people, candidates under consideration for employment will be subject to Garda vetting.
- References:** The successful candidate will undergo 2 reference checks before commencing employment with Foróige.
- Annual Leave:** The Development Worker will be entitled to 29 days annual leave plus public holidays. The needs of the job must be considered when applying to take this leave. For example summer schemes operate in July.
- Hours of work:** It is expected that the Development Worker will work a minimum of 35 hours per week. Please note that this position will require flexibility in relation to working hours. It is expected that the Development worker will regularly work late evenings (up to 11pm) and some weekend work.
- Salary:** Salary will be notified to the successful candidate upon appointment and will be based on the Foróige Youth Worker scale: €36,701, €38,229, €39,757, €41,287, €42,815, €44,348, €45,880, €48,164, €50,448
The starting point for this role will be between point 1 and point 4, based on experience.
- Travel:** These posts will involve travel within Ireland. Travel and expenses will be paid in accordance with appropriate Foróige rates.
- Base:** The employment base will be at a Foróige office in Cork City.
- Applications:** Applications should be made by completing the [online application form](#).