



Job Specification

Job Title:	Harder to Reach – Youth Justice Worker
Location:	Youth Action Project Sligo & Leitrim (YAPSL)
Contract type:	Fixed term contract
Responsible to:	Chief Executive Officer
Works with:	Chief Executive Officer, Youth Justice Workers, Relevant Internal and External Contacts
No of hours:	35 hours per week minimum
Annual leave:	28 days

About Youth Work Ireland North Connaught (YWINC)

YWINC is an independent, non-profit 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. YWINC employs over 40 staff and involves volunteers in the creation and delivery of high-quality services to young people through the operation of over 10 clubs, general youth services and special projects. These community based and community supported initiatives are run 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 statutory funding. YWINC is an equal opportunity employer and is committed to a policy of Equality of Opportunity in its employment practices.

Project Information

YAPSL is part of a network of Youth Diversion Projects, funded by the Department of Justice and Equality through the Irish Youth Justice Service. The project is operated in conjunction with An Garda Síochána and is managed by YWINC.

Youth Diversion Projects are community based, multi-agency youth crime prevention initiatives which primarily seek to divert young people who have been involved in anti-social and/or criminal behaviour by providing suitable activities to facilitate personal development, promote civic responsibility and improve long term employability prospects. The projects may also work with young people who are significantly at risk of becoming involved in anti-social and/or criminal behaviour. By doing so, the projects contribute to improving the quality of life within communities and enhancing Garda/community relations. This is a very exciting opportunity for candidates with an interest and capability in this type of work.

The Harder to Reach Youth Justice Worker will be employed by YWINC and will be given a contract of employment for a fixed term. It must be understood however that if the funding for the post is discontinued or a post holder fails to perform satisfactorily, employment may be terminated.

The aim of these 12-18 initiatives is to reduce young people's involvement in antisocial behaviour and prevent their involvement in crime through the creation of a bespoke wraparound intensive programme and engagement with youth work programmes.

These initiatives will be a community based preventative service working primarily with young people aged 12-18 who have been identified by the Gardaí or schools, Túsla (Social work and Education Welfare Office), and existing YDP staff, as being at serious risk of becoming involved in crime or antisocial behaviour and are too young to be considered for admission to a YDP. The service will work with these young people, to promote pro-social behaviour and guide them to make informed decisions and positive life choices. There will be an emphasis on promoting school attendance and performance, as well as encouragement in extra-curricular activities with a pro-social focus. Appropriate interventions for working with these age cohorts might include resilience building, peer influences; decision making; communications skills, anger management; conflict management; Building self-esteem. Interventions could also include engagement with the child's family, providing support and tools to assist parents in dealing with their child's behaviour. The service will target 12-18-year-old young people:

- who have come to the attention of local Gardaí.
- who are presenting with behavioural concerns in the home, school, and community.
- those who are experiencing issues in relation to school attendance and attainment, antisocial behaviour, emotional regulation, communication, attitude, and impulsivity.

The post will provide intensive community support for at risk children and young people, through developmental and practical supports. This initiative is operated and managed by Youth Work Ireland North Connaught, with the support and advice of An Garda Síochána, the current YDP project committee and local community partners.

About Youth Diversion Projects

Now is an exciting time in the development of youth justice services and interventions in Ireland. The Youth Justice Strategy 2021 to 2027 brings with it more opportunities than ever to make a difference in the lives of young people, families, and communities.

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 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. The strategy is grounded in the real-life experiences of these young people in Ireland, having been developed following a comprehensive process of consultation with a broad range of stakeholders invested in the lives of at-risk young people, their families and communities. 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.

The Strategy prioritises implementation of measures to enhance the existing Youth Diversion Projects (YDPs). 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. A significant development is the expansion of YDPs, ensuring full geographical coverage, so that every young person who requires a service will have access to it. In addition comes the development of a range of more specialised interventions integrated into the YDPs, including initiatives for Early Intervention, Family Support and working with harder-to-reach children and young people. It is as a result of these developments that the current vacancies arise in YWINC.

KEY RESPONSIBILITIES

Young People & Families

- Identification of 'harder to reach' young people in consultation with the Youth Diversion team and Referral committee and utilising a detached youth work model to target the young people for engagement.
- Engaging young people on their own territory, assessing their needs, providing appropriate interventions and where relevant referring them on to appropriate services, with focus on re-engaging the young person with the YDP team. Advocating on behalf of the young people where appropriate.
- Ensuring a detached youth work approach and working from a model of personal development of youth work.
- Developing appropriate responses to young people's personal development and social needs involving local schools, youth reach, parents and groups.
- Attending meetings as required- team meetings, subcommittee meetings, whole organisation, interagency work etc.
- Compiling any reports deemed necessary by the CEO or board of management.
- Evaluating the work of the project using the IYJS evaluation and reporting systems.
- Liaising with other agencies working with young people in the community, to promote the work of the project and to maximize the service provided, including a limited attendance at appropriate committees.
- Participant in relevant in-service training as agreed.
- As a mandated person report harm of young people to the DLP/Tulsa and assist Tulsa in assessing those concerns.
- Identifying gaps in YDP policies and protocols, and supporting the development of these, in collaboration with Youth Diversion Project Teams, and the Best Practice Unit.

Collaboration & Communication

- Liaise with parents/guardians and Gardai around supporting young person.
- Build relationships and engage with other relevant agencies and services including an Garda Siochana. Signpost as appropriate.
- Work with families, house visits.

Training & Development

- Undertake approved training for professional development and consistent with developing the Youth Diversion Project.

Administration

- Complete quarterly performance reports, annual plans etc in conjunction with stakeholder requirements.
- Maintain efficient incident & accident reports.
- Assessment and individual plans.

Quality

- Represent the organisation in a professional manner at all times and maintain high standards by adhering to policies and procedures.
- Attend team meetings and other organisational fora as required.
- Maintain confidentiality at all times.
- Ensure that activities, work and leisure areas are safe and secure to carry out duties.

Other:

- Carry out any other reasonable duties & responsibilities deemed necessary by YWINC or project committee.

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

- Education to Degree standard preferably in Youth / Education / Health Promotion or similar **(E)**. (Note; candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications)
- 1 year experience in a YDP or similar role. **(E)**
- Experience in working with young people 12-18 yrs. **(D)**
- Access to a car and full Irish driving licence **(E)**
- Relevant paid or voluntary experience of working with young people **(D)**
- Exposure and understanding of YDP work and of working with young people from minority ethnic groups **(D)**
- Demonstrate the capacity to engage this 12-18 aged cohort of young people in creative and innovative initiatives that best responds to the needs of their specific needs. **(E)**
- Demonstrate a strong understanding of the principles of youth diversion work for the 12-18 age cohort **(E)**

FUNCTIONAL COMPETENCIES AND PERSON SPECIFICATION(All Essential requirements)

- Ability to build and maintain effective relationships with young people.
- Good interpersonal skills, including the 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 team working.
- Good written communications skills, including the ability to draft summary information and correspondence, good report writing skills.
- Good computer skills, including Word processing, MS Access, Excel, Internet, and PowerPoint.

REQUIREMENTS OF ALL YWINC STAFF (All Essential requirements)

- Commitment to the purpose of YWINC 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.
- Flexibility in relation to hours of work to meet the needs of the work. Work during unsocial hours may be required.
- Identify training needs and participate in training opportunities appropriate to the role.
- To undertake other duties as may be requested by the CEO of YWINC or their nominee from time to time.

ADDITIONAL CONSIDERATIONS FOR THE ROLE:

Garda vetting:	As our work involves contact with young people, candidates under consideration for employment in YWINC will be subject to Garda vetting.
References:	The successful candidate will undergo 2 reference checks before commencing employment with YWINC.
Annual Leave:	The Family Support Worker will be entitled to 28 days annual leave plus public holidays. The needs of the job must be considered when applying to take this leave.
Hours of work:	Work a minimum of 35 hours per week. The position will require flexibility in relation to working hours.
Salary:	The salary range for this position will be €38,271 subject to ongoing reviews.
Base:	The employment base for this role will be Sligo/Leitrim.
Travel:	This post will involve some domestic travel within Ireland and occasional meetings. Travel and expenses will be paid in accordance with appropriate YWINC rates.
Applications:	Applications should be made by way of the YWINC job application form only.
Funding:	It must be understood that if the funding for the post is discontinued the post holder's contract may be terminated.
Closing Date:	The deadline for receipt of completed application forms is Monday 30th September 2024 at 1pm

Applications received after the deadline will **not** be accepted.