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Irish Youth Justice Service  
Seirbhís na hÉireann um Cheartas i leith an Aosa Óig



Youth Work Ireland  
North Connaught

## JOB SPECIFICATION

<b>Job Title:</b>	Youth Justice Worker
<b>Location:</b>	Youth Action Project Sligo/Leitrim
<b>Contract type:</b>	Fixed term contract
<b>Responsible to:</b>	Regional Director
<b>Works with:</b>	Regional Director, Youth Justice Workers, Relevant Internal and External Contacts
<b>No of hours:</b>	35 hours per week minimum
<b>Annual leave:</b>	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

The YAPSL project is part of a network of Garda 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.

Garda 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 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 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 will be terminated. The aim of this 12-18 initiative 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.

This initiative 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 GYDP 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 GYDP. 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 this age cohort 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 posts 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 GYDP project committee and local community partners.

### **KEY RESPONSIBILITIES**

The Youth Justice Worker (12-18 yrs.) will be employed by YWINC for a fixed term contract. 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 Justice Workers for 12-18 year olds, will include:

1. Assessing and responding to the needs of young people aged 12-18 years old in accordance with YWINC policy and procedures.
2. Engaging targeted young people in a process of learning and development that will enable them to examine their own behaviours and to make positive lifestyle choices that will protect them from involvement in criminal, harmful or socially unacceptable behaviours
3. Engaging with young people who are known to the Gardaí and the community and are at risk of offending, on both a one-to-one and group level.
4. Designing, implementing and evaluating outcomes focused interventions for 12-18 year olds.
5. Engaging with and supporting parents, guardians and family members to engage effectively with their young person to facilitate positive behaviour change.
6. Building and maintaining relationships with local stakeholders, particularly An Garda Síochána and other services engaged with young people in the catchment area.

7. Completing accurately and submitting on time any standard clerical procedure of expenses, quarterly performance reports, annual plan etc.
8. Operating efficient office procedures in line with data protection act requirements e.g. filing, keeping records etc.
9. Attending committee and team meetings and preparing written reports as required by Management, Project Committee and Funders
10. Any such other relevant duties as the Regional Director of YWINC shall deem necessary for the effective implementation and the policy and programmes of YWINC and the YAPSL Garda Youth Diversion Project.

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

- Education to Degree standard preferably in Youth / Justice / Health Promotion work **(E)**  
(Note; candidates with exceptional, relevant work experience may also be considered in lieu of degree qualifications)
- 1 year experience in a GYDP 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 GYDP 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)**

### **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 Regional Director of YWINC 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.
- 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 Youth Justice 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:** The Project Worker will be expected to work a minimum of 35 hours per week. The position will require flexibility in relation to working hours.
- Salary:** The salary for this position will be €35,000.
- Base:** The employment base for this role will be YAPSL, Rockwood Parade, Sligo.
- 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.
- Closing Date:** The deadline for receipt of completed application forms is **5.00 p.m. Thursday 29th September 2022.**

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