



Job Specification

Job Title:	Youth Justice Workers including Family Support Workers, Early Intervention Workers, and Harder to Reach Workers
Location:	Youth Diversion Projects, Claremorris, Castlebar & Ballina
Contract type:	Fixed term contract
Responsible to:	Youth Justice Manager
Works with:	Youth Justice Manager, 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

Co. Mayo Youth Diversion Projects are part of a network Youth Diversion Projects, funded by the Department of Justice and Equality through the Irish Youth Justice Service. The projects are operated in conjunction with An Garda Síochána and are 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 aim of these 9-18 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 9-18 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 9-18-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 YDP project committee and local community partners.

KEY RESPONSIBILITIES

- Assessing and responding to the needs of young people at risk of offending or reoffending.
- Engaging, building, and maintaining strong, positive relationships with the target group on both a one to one and group basis
- Engaging these young people in a process of learning and development that will enable them to examine their own offending and to make positive lifestyle choices that will protect them from involvement in criminal, harmful or socially unacceptable behaviours.
- Designing, implementing, and evaluating creative and responsive outcomes focused case plans and interventions for project participants.
- Engaging and supporting parents/ guardians to engage effectively in their young person's social and personal development to facilitate positive behaviour change.
- Ensuring compliance with YWINC policies, procedures, and guidelines.
- Operating in accordance with the YDP Operational Requirements.
- Completing accurately and on time all the administrative requirements of the project.
- Attending YDP advisory committee and referral assessment committee meetings as required and preparation of reports for the same.
- Networking, co-operating, and enlisting the support of other agencies/organisations and community groups to enhance the development opportunities for project participants.
- Attending committee and team meetings as required by Management, Project Committee and Funders.
- Building and maintaining relationships with local stakeholders, particularly An Garda Síochána and other services engaged with young people in the catchment area.

- Administration, budget, and resource management including compiling plans and reports as required by the funder and ensuring that deadlines are adhered to.
- Working collaboratively as part of the YDP team and the wider YWINC team.
- Any such other relevant duties as the board of YWINC 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 YWINC and the 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 YDP or similar role. **(E)**
- Experience in working with young people 9-18 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 9-18 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 9-18 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 Youth Justice Manager of YWINC or their nominee from time to time.

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. 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 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. All interventions delivered through YWINC YDPs, are needs led, evidence based, and outcomes focused with a view to reducing the likelihood of a young person offending or reoffending. As such, the interventions vary from project to project and initiative to initiative, based on the individual needs and circumstances of the young people, their families, and their communities. Interventions can take place in both group and one to one setting, on site in a project premises, or reaching out to the community and other suitable spaces.

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.

Training and Development:

The service is committed to meeting the training needs of all staff and works to develop a training plan to meet any skills or knowledge gaps on an individual or team basis. This includes internal and external training programmes.

Support: All staff receive formal support and supervision on a monthly basis while additional support from your manager is available as required. The culture within the wider team is such that all staff provide informal support and advice for each other as needed.

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: Work a minimum of 35 hours per week. The position will require flexibility in relation to working hours.

Salary: The salary for these positions will be €38,271 subject to ongoing reviews.

Base: The employment base for this role will be either Claremorris, Castlebar or Ballina, Co Mayo.

Travel: These posts 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 1:00 p.m. on **Thursday 30th November 2023**.

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