

## Youth Worker Post: Tusla & Ukrainian Project

(Two-Year Contract, Full-time, Fixed Term)

### Position Summary

The position consists of two roles, 2.5 days per week each, equating to a full-time position:

- *TUSLA Youth Project Role*

This project consists of accepting youth referrals (aged 10-25yrs) from TUSLA sources and working with them individually. The work is relational, person-centred and needs driven and may require participation in Meitheals, Child Protection Conferences, and professional's meetings.

This project also entails running one small youth group for teens in the domain of mental health and resilience.

- *Ukrainian Youth Project Role*

This project consists of working with and supporting Ukrainian children, young people and families in individual and group settings to enhance their quality of life while living in Ireland. A proportion of the work will involve supporting an existing Ukrainian-born Worker in her role in supporting our local Ukrainian community.

The successful candidate will work as part of the Ossory Youth staff team, with the overall objective of delivering on the organisational strategic plan. A proportion of the work will occur during 'out of school' hours, including some evenings and weekends. It is envisaged that there will be an outreach component to the work.

The successful candidate will be self-motivated, driven, well-organised and experienced in working with vulnerable young people and their families.

THIS POST IS FUNDED BY:

## Job Description

The main points of the post are as follows:

- The successful candidate (hereby referred as the 'candidate') will be tasked with working with vulnerable and very vulnerable and hard to engage young people, primarily in the 12-17 years age category, with some older and younger service users also.
- The candidate will be collaborating with TUSLA professionals on an ongoing basis.
- The candidate will support young people to overcome adverse circumstances by strengthening their personal and social competencies. In some cases, the work will include parent and family work.
- The candidate will be responsible for setting up and running youth groups as needed.
- There is an expectation that the candidate will have an excellent ability to develop local networks, liaise with and nurture strong working relationships with other professionals, and make links with local organisations and community activists.
- The candidate will be expected to be extremely capable in working on their own initiative and alone, as well as being an integral part of a wider team of youth workers.
- There is a strong emphasis on being able to record frontline and non-frontline work efficiently and accurately.
- There will be an underlining emphasis on working with young people in the area of mental health (support, informal education, information, accessing other services).
- The candidate will be proficient in the use of information technology as he/she/they will be required to carry out administration including report writing, applying for funding and any other administrative duties as required.
- The candidate will be required to engage with regular support and supervision; the sharing and care of resources; team meetings, training and developmental opportunities and anything else required in the role.
- The candidate will be responsible for adhering to GDPR.
- The candidate will have satisfactorily undergone the Garda vetting process.
- The candidate will have a full clean driver's licence (or 'novice' status) and access to a car.
- The candidate will carry out lone working including spending time alone with individual young people in a car, a one-to-one meeting and/or outdoor activity.
- The candidate will be medically sound and reasonably fit to do their work.
- The candidate will be good humoured, confident, resilient and capable of managing a diverse and often busy workload.

## Job Description (additional information)

<p><b>In relation to young people:</b></p> <p><b>Core tasks include:</b></p> <ul style="list-style-type: none"> <li>• To thoroughly understand and be able to put into practice the Children’s First Child Protection Guidelines and Ossory Youth’s Child Protection Policy<sup>1</sup></li> <li>• To effectively engage young people at all levels<sup>2</sup></li> <li>• To plan and deliver programmes that effectively and appropriately meets the needs of young people.</li> <li>• To effectively create an appropriate environment with young people that promotes the best possible learning opportunities.</li> <li>• To facilitate young people to take up opportunities appropriate to their needs.</li> </ul> <p><b>Essential competencies are:</b></p> <ol style="list-style-type: none"> <li>1. An ability to effectively engage young people at all levels, from zero engagement to full participation.</li> <li>2. Knowledge of Harts model ‘ladder of participation’<sup>3</sup> and the Lundy Model of Participation<sup>4</sup>.</li> <li>3. A comprehensive understanding and ability to apply the core principles and values underpinning youth work.</li> <li>4. A basic understanding of developmental psychology</li> <li>5. An excellent understanding of Maslow’s Hierarchy of Needs<sup>5</sup>.</li> <li>6. Knowledge and understanding of Young Ireland National Policy Framework for Children and Young People 2023-2028<sup>6</sup>.</li> <li>7. An effective ability to manage challenging behaviour and providing appropriate interventions.</li> <li>8. An ability to be a positive role model for young people.</li> <li>9. Excellent group work skills.</li> <li>10. Excellent interpersonal and communication skills when working with young people, dealing with challenging behaviour and working with other staff members, agencies, organisations and the general public.</li> </ol>	<p><b>In relation to parents and family</b></p> <p><b>Core tasks include:</b></p> <ul style="list-style-type: none"> <li>• To communicate and engage with parents and family in an effective, competent, transparent and friendly manner.</li> <li>• To effectively support parents and family surrounding issues relating to the young person.</li> </ul> <p><b>Essential competencies are:</b></p> <ol style="list-style-type: none"> <li>1. An ability to engage with and develop productive and effective relationships with parents and family.</li> <li>2. A good understanding of the role of the family, family systems and the role of the youth worker in relation to family.</li> </ol>
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<sup>1</sup> Available to download from <https://www.gov.ie/en/policy-information/d1b594-children-first/>

<sup>2</sup> Based on David P. Weikart Center for Youth Programme Quality – safety, supportive, interact and engage

<sup>3</sup> Hart, R. (1992) Children’s Participation from Tokenism to Citizenship. Florence: UNICEF Innocenti Research Centre

<sup>4</sup> Lundy Model [https://www.tusla.ie/uploads/content/toward\\_the\\_development\\_of\\_a\\_participation\\_strategy\\_0.pdf](https://www.tusla.ie/uploads/content/toward_the_development_of_a_participation_strategy_0.pdf)

<sup>5</sup> Maslow, A.H. (1970) Motivation and personality (2<sup>nd</sup> Ed.) New York: Harper and Row.

<sup>6</sup> Young Ireland National Policy Framework for Children and Young People 2023-2028 available to download

<https://www.gov.ie/en/publication/80ac4-young-ireland-the-national-policy-framework-for-children-and-young-people-0-24-2023-2028/>

<p><b>In relation to the organisation</b></p> <p><b>Core tasks include:</b></p> <ul style="list-style-type: none"> <li>• To competently undertake individual and collective annual work plans as required and agreed with management.</li> <li>• To adapt to constant changing circumstances efficiently and effectively within the youth work environment in relation to young people, youth projects and funders.</li> <li>• To use limited resources including work time, volunteer time, finance and space efficiently and effectively.</li> <li>• To represent the organisation in a way that is friendly, respectful, professional and safe.</li> <li>• To effectively source, engage, train and support volunteers to work with young people.</li> <li>• To effectively work in a strongly 'team' orientated environment.</li> <li>• To communicate with staff and volunteers in a way that is consistent with the culture and ethos of Ossory Youth i.e., friendly, courteous, respectful, fun and professional.</li> </ul> <p><b>Essential competencies are:</b></p> <ol style="list-style-type: none"> <li>1. An ability to understand and work within the culture, ethos and strategic direction of Ossory Youth.</li> <li>2. A keen ability to work in a team environment.</li> <li>3. Excellent communication and interpersonal skills</li> <li>4. An ability to understand and apply the policies and procedures of Ossory Youth.</li> <li>5. Organisational and conceptual skills in programme development (i.e., planning, implementing, monitoring and evaluation).</li> <li>6. Excellent skills in report writing.</li> <li>7. A keen ability to critically think and reflect on work practice and an enthusiasm for self-awareness.</li> </ol>	<p><b>In relation to community and other agencies including funders and the general public</b></p> <p><b>Core tasks include:</b></p> <ul style="list-style-type: none"> <li>• To effectively work with communities, interested and relevant stakeholders, agencies and the general public in increasing access to and quality of personal development programmes for young people.</li> <li>• To support communities to build their volunteering capacity through advocacy, promotion and youth leadership training.</li> <li>• To effectively source, engage, train and support volunteers to work with young people.</li> </ul> <p><b>Essential competencies are:</b></p> <ol style="list-style-type: none"> <li>1. An understanding of effective community development principles and practices.</li> <li>2. Excellent communication and interpersonal skills.</li> <li>3. Organisational and conceptual skills in programme development (i.e., planning, implementing, monitoring and evaluation).</li> <li>4. An ability to source, train and support volunteers to work with young people.</li> <li>5. An excellent understanding of working in partnerships.</li> </ol>
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## Person Specification

The successful candidate will have demonstrated a close 'fit' to the specifications outlined below:

Specification	Person Requirements
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Relevant third level qualification in youth and community work, social care, psychology, psychotherapy or related field.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience working with young people in an afterschool and/or informal learning setting is necessary.</li> </ul>
<b>Core competencies</b>	<ul style="list-style-type: none"> <li>An excellent understanding of the core principles and values underpinning work with young people and families.</li> <li>An ability to effectively engage young people at all levels, from zero engagement to full participation. An effective ability to manage challenging behaviour and provide appropriate interventions.</li> <li>An ability to be a positive role model for young people.</li> <li>Excellent interpersonal and communication skills when working with young people, dealing with challenging behaviour and working with other staff members, agencies, organisations and the general public.</li> </ul>
<b>Desirable competencies</b>	<ul style="list-style-type: none"> <li>Group work facilitation skills.</li> <li>An understanding of person-centred approaches.</li> <li>Ability to use a range of multi-media applications.</li> <li>Knowledge in relation to child protection guidelines, GDPR, health and safety, first aid, HACCP etc.</li> </ul>
<b>Essential personality traits</b>	<ul style="list-style-type: none"> <li>A friendly, open, outgoing and fun disposition is essential.</li> <li>An enthusiasm for meeting and working with all sorts of people on an ongoing basis.</li> <li>Energetic and committed to making a real difference in the lives of children, youth, families, and the community.</li> <li>An ability to work as part of a dynamic and busy work environment.</li> <li>An ability to stay focused, patient and resilient under pressure.</li> <li>An ability to be flexible for young people, staff members and management.</li> <li>An enthusiasm for self-reflection, self-awareness and self-improvement.</li> </ul>
<b>Other requirements</b>	<ul style="list-style-type: none"> <li>Garda vetting and good references.</li> <li>Available for evening and weekend work.</li> <li>A full or 'Novice' clean driver's licence is essential.</li> </ul>

## Contract Details

<b>Location:</b>	Ossory Youth, Desart Hall, Lower New Street, Kilkenny. R95 P5HC
<b>Weekly Hours:</b>	35 hours per week
<b>Work times:</b>	This post will involve some evening and weekend work. Workers will have some autonomy to manage their own work schedule.
<b>Salary:</b>	€37,404
<b>Travel:</b>	Travel expense apply at the rate of €0.44/km.
<b>Annual Leave:</b>	29 days (excluding Public Holidays)
<b>Length of Contract:</b>	Initially two years: 2024 & 2025. <i>We have confirmation that funding will continue beyond 2025 for a half-time position (2.5 days/week). We do not know if funding will be available to maintain the full-time position beyond 2025.</i>
<b>Probation period:</b>	6-months from the start date
<b>Reporting to:</b>	A Line Manager

