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| **Job Title** | Youth Justice Worker  |
| **Employer** | North Tipperary Development Company (NTDC) |
| **Reporting Relationship** | Youth Service Coordinator and the CEO of NTDC |
| **Reporting Staff** | Staff employed in the Roscrea Youth Service  |
| **Location of Post** | Roscrea  |
| **Closing Date for Applications** | 25th April 2025 |
| **Date of Interviews** | Not Agreed  |
| **Benefits offered by NTDC** | **Salary:** Competitive salaries in line with those in the public service. **Travel expenses:** Travel expenses are reimbursed at public service rates.**Annual Leave:** 25 days annual leave. **Pension:** Contributory pension benefits for long term staff.**Organisation Culture:** Positive working environment and proactive approach to professional development, reflective practice, and supervision. **Training & Development:** Opportunities to access training relevant to the role. |

**THE EMPLOYER: NORTH TIPPERARY DEVELOPMENT COMPANY (NTDC)**

North Tipperary Development Company (NTDC) is a local development company responsible for the delivery of a range of rural enterprise, social inclusion, and community development initiatives in the Tipperary North County area.

The purpose of NTDC is to act as a voluntary, non-profit making, private limited company with a mission to promote social inclusion, promote economic development, increase employment and enterprise opportunities, and promote wider participation in voluntary activity for the people of the area.

# THE PROGRAMME:

Roscrea Youth Service (RYS) is a community youth service based in Roscrea supporting children and young people from 8-24 years of age through the Roscrea Youth Project (UBU), RAY Youth Diversion Project & Early intervention project, and Youth counselling. RYS also support families with children of all ages and Parents/guardians through our community-based Family Support Project. These supports and services are essential to supporting families and youth in Roscrea with a particular focus on disadvantaged youth and marginalised families. Each of these projects offer a series of supports/services in the form of one-to-one sessions, group work, drop-in service, referral, and self-referral supports, workshops & youth activities, summer camps and outings etc.

# THE ROLE AND PURPOSE OF THE JOB

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 this 12-17 years initiative is to reduce young people’s involvement in anti-social 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 12-17 who have been referred to the project, identified by the Gardaí, JLO, schools, Túsla (Social work and Education Welfare Office), parents and existing YDP staff, as being at serious risk of becoming involved in crime or antisocial behaviour or have been involved with the justice system. 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 family, providing support and tools to assist parent(s)/guardian(s) in dealing with their child’s behaviour.

The posts will provide intensive support for at risk children and young people, through developmental and practical supports. This initiative is operated and managed by NTDC, with the support and guidance of the RYS YDP Steering Committee

# CORE RESPONSIBILITIES INCLUDE:

* To assess and respond to needs of young people aged 12-17 years old in accordance with NTDC policy and procedures and Youth Diversion Project operational requirements.
* To engage young people who have offended 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.
* To implement this engagement through a process of both individual and group-work and through outreach work where required
* To enable young people to access and get optimum benefit from school / further education / training and employment opportunities.
* Designing, implementing and evaluating outcomes focused interventions for 12–17-year-olds.
* Engaging with and supporting parents, guardians and family members to engage effectively with their young person to facilitate positive behaviour change.
* Building and maintaining relationships with local stakeholders, particularly An Garda Síochána and other services engaged with young people in the catchment area.
* Completing accurately and submitting on time any standard clerical procedure of expenses, quarterly performance reports, annual plan etc.
* Operating efficient office procedures in line with data protection act requirements e.g. filing, keeping records etc.
* Attending committee and team meetings and preparing written reports as required by Management, Project Committee and Funders.
* Any such other relevant duties as the board of NTDC and/or the Senior Management Team shall deem necessary for the effective implementation and the policy and programmes of NTDC and the RYS Youth Diversion Project.

***This is a job description to be reviewed on a regular basis. It does not form part of the contract of employment***.

**PERSON SPECIFICATION**

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| **Factors** | **Essential** | **Desirable** |
| Qualifications | * Relevant Level 8 professional qualification (e.g., youth work, psychology, community development, social care) approved by CORU or other relevant registration body.

(Note, candidates with exceptional youth work practice experience may also be considered in lieu of degree qualification) |  |
| Knowledge | * Knowledge of the youth work act 2001 & The Youth Justice Strategy 2021 to 2027.
* Knowledge of theory and practice of the principles of youth work.
* Children First Guidance and Legislation
* Understanding of statutory/voluntary relationships.
* Knowledge of current youth work initiatives focused on 12–17-year-olds.
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| Experience | * 2 years paid experience in a YDP / Youth Work / Social Inclusion/ capacity building /Health Promotion role/Social Care
* Experience working with young people and their parents/guardians.
* Relevant youth work experience in programme development and delivery
* Relevant experience in needs assessments, group work development, facilitation, and evaluation.
* Direct experience of working with at risk youths
* Access to own car and full driver’s license
 | * Experience working with 12–17-year-olds.
* Relevant experience in needs assessments, project development & evaluation
* Relevant experience of working in multidisciplinary and multi-agency environment
* Group facilitation and experience of supporting voluntary community activities and Community Groups
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| Core Competencies | * A working knowledge of direct youth work in a community setting.
* Needs assessment and measurement of progression of participants.
* Working with young people experiencing disadvantage
* Understanding of project planning, implementation, and evaluation in a community setting
* Report writing
* Communication, interpersonal skills, and group facilitation
* Ability to apply learning to action, problem solving.
* Ability to work on own initiative.
* Excellent IT and online youth work skills
* 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 within the company and with external stakeholders.
* Excellent standards of accuracy and attention to detail
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| Other requirements | * Commitment to the purpose of NTDC and to work within the values, policies, and procedures of the organisation.
* To always act consistently in a professional manner.
* 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 is expected with youthwork.
* Identify training needs with your line manager and participate in training opportunities appropriate to the role.

***The above Job Description is not intended to be a comprehensive list of all duties involved and consequently the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.*** |  |

**Terms and Conditions on Employment**

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| **Garda Clearance** | The successful applicant must undergo and secure Garda Vetting through the NTDC Policy |
| **Contract**  | The Youth Justice Worker will be employed by NTDC for a fixed term contract to 31st December 2025. 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. |
| **Probation** | The following probationary provisions shall apply:1. There shall be a period after such appointments take effect during which such persons shall hold the post on probation.
2. Such, period shall be nine months, but the CEO may at their discretion extend such period.
3. Such persons shall cease to hold the post at the end of the period of probation unless during such period the CEO has certified that the service of such persons is satisfactory.
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| **Health** | A candidate for and any person holding office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. |
| **Character** | Candidates for and any person holding the office must be of good character. References will be sought prior to job offer being made.  |
| **Competition Selection Process** | Short-listing may be carried out on the basis of information supplied in your Cover Letter & CV. *The criteria for short listing are based on the requirements of the post as outlined in the ‘essential qualifications for the post’ and the core skills / competencies section of the job specification.* Therefore, it is very important that you think about your experience considering those requirements. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process. A panel may be formed from which future positions may be filled. |
| **Salary Scale** | €35,290 - €53,852, The successful applicant will be offered a salary commensurate with qualifications and experience.  |
| **Hours of Work** |  35 hours per week. Ability to work evenings and some weekends is essential.  |