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| lyslogoJOB DESCRIPTION**Family Support Worker Youth Justice Projects**Youth Diversion Projects are community based multi-agency youth crime prevention initiatives primarily seeking to divert young people who have been involved in anti-social and /or criminal behaviour. YDPs provide young people with programmes and interventions, to facilitate personal development, promote civic responsibility and improve long term-employability prospects. The successful candidate will work across the existing 3 Youth Justice Projects under the management of the Limerick Youth Service. The Family Support worker will complement existing preventative work with young people at risk, through the provision of family interventions, where appropriate, for parents and siblings.  |
| **Function:** | To improve parenting effectiveness in the context of reducing the offending behaviour of those young people currently or potentially engaged as primary or secondary referrals. |
| **Location:**  | Based in Limerick and outreaching to Limerick City & County as agreed with An Garda Siochána |
| **Reporting To:** | Team Lead |
| **Liaising With:** | Young people, staff & volunteers, Gardaí, J.L.O’s, community groups, local schools, parents etc.  |
| **Funding:** | This post is funded by the Department of Justice and Equality and by the European Social Fund 2014 –2020 and Dormant Accounts funding through the Irish Youth Justice Service, in conjunction with An Garda Síochána.  |
| **Primary Duties****& Responsibilities:** | **Young People & Families*** To engage with and support parent’s, guardians and family members to engage effectively with their young person to facilitate positive behavioural change.
* Advocate on behalf of and support families to access additional supports when required including mental health & wellbeing support, addiction, sexual health and housing.
* Enable the progression of young people from high level support initiatives into broader based youth work provision including youth clubs, youth cafes and international youth work. These include group work, individual work (face to face) and leadership opportunities where required.

**Assessment & Planning*** Conduct comprehensive family needs assessments to identify risks, strengths, and areas for intervention.
* Devise and implement interventions & programmes in conjunction with other Youth Justice Workers to address social and communication skills; anger and self-management; problem solving and conflict resolution skills; decision making; empathy; parent & child relationships and confidence and skill in responding to challenging behaviour
* Regularly review progress and adapt plans as necessary to ensure effective outcomes
* Manage conflict and promote strengths based approach to working with families.

**Collaboration & Communication** * Liaise with parents/guardians and Gardai around supporting young person, including home visits
* Foster relationships with other relevant agencies including An Garda Siochana to expand resources available to families. Signpost as appropriate.
* Attend internal and multi-agency meetings to share insights and contribute to coordinated care plans

**Training & Development** * Undertake approved training for professional development and consistent with developing the Garda Youth Diversion Project

**Administration** * Maintain accurate and up-to-date records of all interactions and interventions
* Complete quarterly performance reports, annual plans etc. in conjunction with stakeholder requirements.
* Maintain efficient incident & accident reports.

**Quality** * Represent the organisation in a professional manner and maintain high standards by adhering to policies and procedures.
* Maintain confidentiality at all times.
* Ensure that activities, work and leisure areas are safe & secure to carry out duties.

**Compliance** * Ensure all activities comply with safeguarding policies and procedures.
* Report any concerns related to the safety or welfare of young people in line with legal and organisational guidelines.

**Other*** Carry out any other reasonable duties & responsibilities deemed necessary by LYS or project committee.
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| **Hours of work:** | 35 hours per week. The position will require flexibility in relation to working hours. It is expected that that the Family Support Worker will work late evenings/nights per week including weekend provision. |
| **Please note:** | The duties as outlined above are indicative of the main activities to be undertaken. They are not intended to be exhaustive.  However, they may be subject to reasonable change in line with the future direction and changing needs of the organisation. None of these duties will be outside the capability of the worker.  |
| **Salary:** | D.O.E. |

**Person Specification**

**Qualifications and Experience**

**Essential:**

* Relevant third level qualification in Youth Work/Social Care or related discipline.). (Candidates with sufficient relevant work experience, at least 3-5 years, may also be considered in lieu of qualification)
* At least 2 years’ work experience engaging with challenging young people (10-18yr olds) in a range of non-formal settings
* Proven track record in the design, implementation and evaluation of innovative interventions to enhance the resilience of young people and reduce their isolation
* Experience of needs assessment and using mechanisms to evaluate the outcome of work
* Previous engagement with a range of statutory and voluntary bodies in enhancing the opportunities for young people
* A flexible approach to working hours, including evenings and weekends.
* Access to a car with Full Clean Driving Licence

**Skills and Competencies**

* Strong interpersonal and communication skills to build relationships and navigate sensitive situations.
* Ability to assess family needs and deliver targeted, evidence-based interventions.
* Knowledge of safeguarding practices and relevant legal frameworks.
* Excellent organisational and time management skills to balance multiple priorities.
* Cultural competence and the ability to work effectively with diverse communities.

**Key Attributes**

* Compassionate, empathetic, and non-judgmental in approach.
* Resilient and able to remain calm under pressure or in challenging situations.
* A proactive problem-solver who can adapt to the dynamic needs of families.
* Strong commitment to promoting positive change in the lives of young people and their families.
* Excellent groupwork, facilitation, report writing, communication, and networking skills