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| lyslogoJOB DESCRIPTION**Youth Justice Worker (Maternity Cover)**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 be responsible for engaging directly with targeted young people who have offended or at risk of offending and support them to make positive choices to prevent further involvement in crime, thus improving their chances of gaining sustainable employment and or educational opportunities. The Youth Justice Worker will have a pivotal role in developing innovative and effective responses to the needs of young people in and around Limerick through outreach, creative programmes, structured group work and detached youth work. |
| **Function:** | To engage directly with targeted project participants to deliver suitable interventions and supports to young people that support disengagement from criminal activity and promote positive social and personal development.  |
| **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 project is funded by the Department of Justice and the European Union in conjunction with An Garda Síochána and managed by Limerick Youth Service.  |
| **Primary Duties****& Responsibilities:** | **Young People*** Work directly with young people who are at risk of offending or have committed offences
* Engage in outreach work to identify referrals to the project and perform initial assessment in conjunction with the Referral Committee to include JLO’s and other Youth Justice Workers.
* Provide emotional and practical support to young people to address barriers to positive outcomes

**Interventions & programmes*** Conduct assessments to identify risks, needs, and strengths using evidence-based tools
* Develop, implement, and monitor individualised intervention plans in line with the YDP annual plan and YLS 2.0 needs assessment. Collaborate with the young person, their family, and other youth justice workers. Interventions include group work, individual work (face to face), virtual youth work and leadership opportunities where required.
* Work with participants to identify suitable pathways towards employment including second chance education, and training opportunities.

**Collaboration & Communication** * Liaise with Gardai, social workers, probation officers, schools, and other agencies to provide a coordinated response to the needs of young people.
* Attend and contribute to case conferences, and review meetings as required
* Recruit, support and supervise adult volunteers to engage effectively in suitable programmes and activities with the target group.
* Signpost to other relevant agencies as appropriate.
* Work with families and communities to create a supportive environment for the young person’s rehabilitation

**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
* Track progress against intervention plans and adjust strategies to ensure effectiveness
* Complete quarterly performance reports, annual plans etc. in conjunction with stakeholder requirements.
* Maintain efficient incident & accident reports.
* YLS 2.0 Assessments and Case Management plans

**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.

**Other*** Carry out any other reasonable duties & responsibilities deemed necessary by LYS or project committee.
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| **Hours of work:** | 17.5 hours per week. The position will require flexibility in relation to working hours. It is expected that that the Youth Justice Worker will work some late evenings 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**

**Education & Experience**

* 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
* Flexibility to work early evenings and weekends as required.
* Access to a car with Full Clean Driving Licence

**Skills and Competencies**

* Strong communication and interpersonal skills to engage with young people, families, and professionals.
* Ability to assess needs, plan interventions, and deliver tailored support.
* Knowledge of behavior management techniques and conflict resolution strategies.
* Organisational skills to manage caseloads effectively and meet deadlines.
* Cultural competence and sensitivity to work with diverse communities.

**Key Attributes**

* Empathetic and non-judgmental approach to working with young people.
* Resilient, adaptable, and able to work under pressure.
* Strong commitment to promoting rehabilitation and reducing reoffending.
* Ethical and professional in all aspects of work, with a focus on confidentiality and integrity
* Excellent groupwork, facilitation, report writing, communication, and networking skills