

## **Crosscare: Harder to Reach Youth Worker** **(<https://www.activelink.ie/node/116387>)**



### **Position Title: Harder to Reach Youth Worker**

#### **The Employer:**

Crosscare delivers services with a servant leadership ethos. Crosscare's Homeless, Youth, Information and Advocacy Teams support those most in need with Love, Respect and Excellence. Crosscare exists to support individuals and families when they face difficult challenges in life and when they find it hard to get the help they need. Crosscare focuses on helping people when they need it most or when they can't find support anywhere else.

**Location:** Ballymun

**Work Schedule:** This is a full-time position, based on a 37.5-hour working week across five days. The post holder will be required to work up to three evenings per week, with availability until up to 10 p.m. Flexibility is also expected for occasional weekend work and overnight trips, depending on the needs of the project.

**Contract:** Full time - Permanent

**Salary:** €34,513 - €49,913 DOE

**Reporting to:** Youth Service Manager

#### **The Role:**

This role focuses on engaging with young people aged 12–17 who are significantly disconnected from conventional lifestyles, routines, and supports. These young people may be marginalised, involved in repeated offending, facing criminal charges, or struggling to engage with education, family, or community structures. They often present with complex needs and are at serious risk of becoming further entrenched in harmful or antisocial behaviours.

The Harder to Reach Youth Worker will take a persistent and flexible approach to outreach and relationship-building, with an emphasis on intensive one-to-one and small group interventions. The role involves not only developing trust and rapport but also supporting young people through key challenges—this may include accompanying them to court or probation appointments, advocating on their behalf, and liaising closely with Gardaí and other statutory agencies.

Central to the role is the development and delivery of creative, structured programmes that promote personal development, positive decision-making, and community connection. The post holder will work closely with families, schools, training centres, and support services to strengthen protective factors and reduce risk, with the ultimate aim of helping these young people build a more stable and positive future.

#### **General Responsibilities:**

- Deliver structured, age-appropriate group and individual interventions for young people aged 12 - 17 years.
- Identify and engage with children at risk of antisocial behaviour, or exploitation by criminal networks.
- Build positive relationships with local schools, clubs, community groups, and other prosocial outlets.
- Provide guidance and support to guardians, and refer to appropriate services when needed.
- Manage and process referrals through the project's Referral Committee.
- Maintain accurate records and contribute to regular project updates and reporting.
- Participate in internal team meetings, interagency meetings, and working groups.
- Work in line with Crosscare policies, procedures, and safeguarding requirements.
- Contribute to planning processes, including the development of the Annual Plan.
- Engage in regular supervision, reflective practice, and relevant training.
- Support the overall delivery and goals of the Youth Diversion Project as needed.
- The candidate is expected to actively participate in and support young people in on-site and off-site sports and recreational activities as part of youth engagement and development programs (including adventure sports in tandem with Crosscare Outdoor Learning Team)

## Essential Requirements:

- Degree qualification in Youth and Community Work or related field.
- A qualification to degree level is preferred, ideally in a field related to youth work, justice, social care, or community development. However, applicants with significant, relevant experience in a similar role may also be considered in lieu of formal qualifications.
- Strong ability to build positive relationships with young people and engage effectively with young people in the 12 – 17 year age group, particularly those facing challenges or considered at risk.
- Demonstrable experience—paid or voluntary—working with young people in a community, educational or outreach setting.
- Previous experience (minimum 1 year) working within a Youth Diversion Project or in a comparable youth work role is desirable.
- A good understanding of the aims and practices of Youth Diversion Projects and experience working with young people experiencing adversity or social exclusion is an advantage.
- Full driving licence and access to a car is highly desirable.

## Personal skills/Attribute

- Communication skills
- Teamwork
- Creativity and innovation
- Flexibility and adaptability
- Excellent organisational, time management and record keeping skills
- Excellent report writing skills
- Facilitation and group work skills
- Empathy and understanding
- Negotiation skills.

## Benefits:

- Competitive salaries
- Generous annual leave
- Additional leave for long service
- Training and Development Programmes
- Employee Assistance Programme
- Digital Doctor Service
- Competitive pension plan
- Bike to Work Scheme

In Crosscare, we approach our work with an attitude of service, showing love, care and kindness in all interactions with others. We treat people with a level of respect they will remember long after our service and support have been received. We strive for excellence in everything we do. Our clients, young people and service users deserve it.

Crosscare is registered with the Charities Regulator (RCN: 20169084) and the Revenue Commissioners (CHY-6262).

Crosscare is the Social Care Agency of the Archdiocese of Dublin.

Detailed information on all aspects of our work is available at [www.crosscare.ie](http://www.crosscare.ie) (<http://www.crosscare.ie>)

## Application Process:

To apply, please upload a comprehensive CV and letter of application (one document) detailing your suitability for the role to the link provided.

**Closing date for applications is 15th July 2025**

**[Apply Now \(https://login.hirelocker.com/crosscare/jobs/32381/harder-to-reach-youth-worker-ballymun-closing-date-15-07-25-dublin\)](https://login.hirelocker.com/crosscare/jobs/32381/harder-to-reach-youth-worker-ballymun-closing-date-15-07-25-dublin)**

**Garda Vetting will apply to this role**

**By submitting your application you agree with Crosscare Privacy Policy**

**Crosscare is committed to being an inclusive employer and actively encourage applications from diverse backgrounds. We strive to achieve a positive working environment for our people, enabling us to create a**

comfortable working environment whilst allowing you to build your career without sacrificing your personal priorities.

If you have a disability and require accommodations to be made during or after the recruitment process, please let us know and we would be happy to accommodate you.

**Region**

Ballymun, Dublin

**Date Entered/Updated**

24th Jun, 2025

**Expiry Date**

15th Jul, 2025

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**Source URL:** <https://www.activelink.ie/vacancies/children-youth/116387-crosscare-harder-to-reach-youth-worker>