



Rialtas na hÉireann
Government of Ireland



Có-mhaoinithe ag an
Aontas Eorpach
Co-funded by the
European Union

ciste na
gcuntas díomhaoin
the dormant
accounts fund



JOB DESCRIPTION

Job Title	Youth Diversion Worker (Bradóg Youth Diversion Project)
Employed by	Bradóg Youth Service
Location	34 Dominick Place, Dublin 1
Type of Contract	Full time, fixed term (renewed yearly)
Responsible to	Bradóg Youth Diversion Project Leader
Salary	€35,395 to €53,056.00 (depending on experience)
No. of Hours	<p>35 hours per week (exclusive of breaks, typical daily hours: 7hrs 30 mins)</p> <p>The position will require flexibility in relation to working hours. It is expected that the Youth Diversion Worker will work minimum 2 late evenings/nights per week (up to 10pm) and weekend work in response to the needs of the target group</p>
Annual Leave	22 days per year (increasing to 23 days after 3 years' and 24 after 6 years')
Training	You will undertake high level training in assessment tools, skill based training, client management software and ongoing professional development as part of the role.
Benefits	<p>Bradog Youth Service offers the additional benefits to staff.</p> <ul style="list-style-type: none"> • 3 additional days off at Christmas and 1 for Good Friday • Sick leave scheme, Maternity and Paternity benefits • Flexible work schedule • Wellness allowance, Employee Assistance Programme • Time in leu for additional hours worked • Overnight allowance • Access to external supervision

About Bradóg Youth Service

Bradóg Youth Service is a community-based non-profit organisation dedicated to providing personal and social development programmes for young individuals in North Dublin Inner City. Our objective is to support young people by offering tailored activities that meet their individual needs and lifestyles. We collaborate with other organisations to promote youth involvement and equality.

Vision

That young people reach their full potential and become the drivers of change in their community.

Mission

We provide effective interventions and programmes for young people by building relationships and creating opportunities to foster their development, growth, and wellbeing.

Bradog Youth Diversion Project

Bradóg Youth Diversion Project focuses on preventing young people in Dublin's North West Inner City from engaging in anti-social or criminal behaviour. We provide activities that promote personal, social, and professional development, as well as civic responsibility and long-term employability prospects. Our target group includes young people aged 12-17 who are at the age of criminal responsibility and at-risk 8-11-year-olds referred by Juvenile Liaison Officers or other community stakeholders.

The project aims to enhance the quality of life in communities and strengthen relations between the Garda and the community. This opportunity is ideal for candidates who have an interest in and capability for this type of work.

Funding for the Youth Diversion Project comes from the Department of Justice and Equality, the European Social Fund 2021-2027, and Dormant Accounts funding. The Youth Diversion Worker will be employed by Bradóg Youth Service under an ongoing contract of employment. Please note that this position is subject to the continued funding of the YDP by Bradóg Youth Services and the satisfactory performance of the post holder.

This post is co-funded by the European Social Fund 2021-2027 through the EU Funds Unit, Department of Justice and Equality.

Key Responsibilities

The Youth Diversion worker, in collaboration with the Bradóg Youth Diversion Project Team, will be responsible for the following duties:

As a Youth Diversion Worker, you'll work with the Bradóg Youth Diversion Project Team to

- Assess and addressing the needs of young people at risk of offending or re-offending.
- Build positive one-to-one relationships with young people.
- Process referrals, conducting individual risk assessments, and developing case management plans.
- Plan, develop, and deliver programmes tailored to the needs of young people.
- Collaborate with other services and community stakeholders to design and implement programs.
- Engage parents, family members, community groups, and professionals to provide holistic support.
- Attend and actively participate in relevant meetings as directed by the Project Leader.
- Prepare written reports for management, committees, and funders.
- Ensure compliance with data protection regulations and maintaining accurate records.
- Complete standard clerical procedures, including expenses, performance reports, and annual plans.
- Participate in relevant in-service training.
- Adhere to Bradóg's policies, procedures, and best practices.
- Fulfil any additional duties as assigned by the Project Leader and management.

Professional Qualifications and Experience (E=essential; D=Desirable)

The following qualifications and experience are required for this position:

- A professionally endorsed degree in Youth/Social Science/Justice/Education or a related field, or exceptional and relevant work experience that may be considered in lieu of a degree (E).
- 1 year of experience in a YDP or similar Youth Work role, or relevant experience (D).
- Possession of a full clean driving license or proof of working towards a license (D).
- Exposure to and understanding of YDP work, as well as experience working with young people from residential services and minority ethnic groups (D).

Personal Qualities

In addition to the above, candidates must be able to demonstrate the following competencies that are relevant to the role of Youth Diversion Worker

Development and Sustaining Positive Professional Relationships with Young People

Candidates should demonstrate genuine interest and belief in young people, learning about their interests and strengths, using 'teachable moments' to engage them in dialogue, modelling positive behaviours, and consistently embodying qualities of approachability, empathy, respect, active listening, kindness, trustworthiness, reliability, and a non-judgmental approach.

Interpersonal and Communication Skills

Candidates should possess excellent oral and written communication skills, demonstrate effective negotiation skills, build and maintain contact with colleagues and other stakeholders, exhibit proficiency in IT skills, and consistently treat others with diplomacy, tact, courtesy, and respect, even in challenging circumstances.

Management and Delivery of Results

Candidates should demonstrate excellent planning, organisational, and self-management skills, proving their ability to adapt to changing circumstances, working under pressure in a complex environment, and displaying the ability to be proactive, take initiative, and work efficiently within a high-pressure environment.

Drive and Commitment to Organisational Values

Candidates should show commitment to embody and uphold the organisation's values, demonstrating self-motivation, ethical leadership, and a strong commitment to a young person-centric service, all while being a reliable and trustworthy team member.

This job description is intended as a summary of the primary responsibilities of and qualifications for this position. The job description is not intended as inclusive of all duties an individual in this position might be asked to perform that may be required either now or in the future.

Additional Considerations for the Role

Garda Vetting	As our work involves contact with young people, candidates under consideration for employment in Bradóg Youth Service will be subject to Garda vetting.
References	The successful candidate will undergo 2 reference checks before commencing employment with Bradóg Youth Service
Travel and expenses	Travel and expenses will be paid in accordance with appropriate Bradóg Youth Service rates.
Base	The employment base for this role will be Bradóg Youth Service, 34 Dominick Place, Dublin. Work will also take place in other venues located in Dublin 7 and 1.
Applications	<p>Applications should be made by sending a current CV and cover letter, including a supporting statement as outlined below outlining suitability for the post by email to Daniel Rawat, Project Leader, at Daniel.rawat@bradog.com no later than 5pm on 6th October 2023.</p> <p>Supporting Statement: A supporting statement must be provided - please outline the reasons you are applying for this post. Please refer to the competencies set out in the "Personal Qualities" section and outline how you specifically meet the competencies by providing at least one example for each (300 words max for each).</p>
Closing Date	Closing date for applications is 6th October 2023 at 5pm . Applications received after the deadline will not be accepted.

Bradóg Youth Service is an Equal Opportunities Employer