



## **Youth Worker - Rua Youth Justice Programme**

<b>Job Title:</b>	Youth Worker - Rua
<b>Duration:</b>	initial 12-month contract
<b>Hours of Work:</b>	35 hrs a week with occasional weekend and evening work required
<b>Location:</b>	Based in Dublin 8
<b>Salary:</b>	Scale ranging from €33,600 - €47,775 dependant on experience of candidate
<b>Reports to:</b>	Rua Team Leader

### **Job Context**

The successful applicant will work within the spirit and values of Solas Project, the vision of which is an Ireland where all children and young people truly know their self-worth and can take full advantage of their potential. We are achieving this through a range of innovative and holistic interventions. We invite appropriately qualified individuals to apply who are committed to the healthy development of young people in Ireland, have a creative approach to working with our target group, and are enthusiastic about working within a challenging and innovative environment.

### **Overview of the Role**

Solas Project, as part of its wider justice programme, has developed Rua, targeting young people (15+) involved in serious levels of offending (harder to reach). These young people, who will be identified by the Gardai, are deemed unsuitable for existing Diversion Programmes or have not successfully engaged with existing programmes. We are looking for a staff member who is interested in developing innovative and creative ways of engaging and motivating the target group. We recognise this work will be challenging and at times difficult and are looking for staff who will be committed, energetic and with the skills to develop a relationship with the target group.

### **Role Requirements:**

#### **Essential:**

- A recognised qualification in one of the following: Youth Work, Education, Social Work/Care, Criminology or related discipline.
- Minimum of one years' experience of working with young people in a youth work context
- Passionate about the work of Solas Project and committed to its vision and values.

### Desirable:

- Understanding and experience of supporting young people impacted by social disadvantage.
- Innovative approach with the ability to identify and develop new and fresh ways to support young people that will further the organisation's mission.
- Clean driving licence
- Broad understanding of the criminal justice system
- Excellent organisational and IT skills and ability to manage commitments
- Self-starter with a good team ethos and have ability to work on own.
- Experience of collaboration and building relationships with key stakeholders (e.g. Community Services, Probation Service, Gardai etc).
- Experience of implementing and reviewing programmes involving young people i.e. music / sports etc.

### **Required Attributes and Skills:**

Compassion, Patience, Organisational Astuteness, High Emotional Intelligence, Resilience, Process Improvement, Reporting Skills, Change Management, Coaching, Supports Innovation, Developing Standards, Administrative Writing Skills and People Skills.

### **Role Responsibilities:**

#### **Programme Delivery & Development**

- Assessing and responding to the needs of the target group; which can include those involved in prolific offending and presenting with very challenging behaviour.
- Engaging with the young people, building a sustainable effective relationship with them and motivating them to work towards achieving their potential
- Supporting them to make positive lifestyle choices which will address the complex issues impacting on their lives
- Implement the Rua model through a process of both individual and group work and through outreach work where required
- Developing innovative and challenging programmes to cater for both those in the formal education system and those who have been excluded from formal education
- Enlisting the support of parents, family members, community groups and other volunteers to enable them to engage effectively with the target group
- Completing accurately and submitting on time any standard clerical procedures of expenses, performance reports, annual plans etc.
- Operating efficient office procedures in line with data protection requirements e.g. filing, keeping records etc.
- Participating actively in the Justice team and the wider Solas Project team, including attending team meetings/training, and preparing written reports as required by management and Funders

## **General Solas Project Responsibilities**

- On occasion support other programmes as required within Solas Project.
- Ensure Solas Project's youth work approach is upheld
- Be familiar with and abide by the project's policies and procedures, including child protection and health and safety guidelines.
- Engage in training and development opportunities and actively participate with the supervision process.
- Contribute to the strategic development of the organisation by playing an active role in the wider team.

## **Employee Benefits**

- Matched 5% employer pension contribution after successful probation period.
- 24 days Annual Leave.
- 3 additional annual leave days for long service (2 after 2 years, 1 after 5 years).
- 5 Company Days in addition to annual leave (at Christmas and Easter).
- Comprehensive induction, training and supervision.
- Bike to work scheme.
- External supervision provided.

## **To apply please send a CV and cover letter to:**

Paul Grace, Solas Project, Unit 1 Liberty View, Longs Place, Dublin 8 or [paul@solasproject.ie](mailto:paul@solasproject.ie) by **Tuesday May 7<sup>th</sup>**.

Interviews will take place within the following week.

Solas Project is an equal opportunities employer and is open to flexible working practices including job sharing. The possessing of a criminal record does not prevent you from applying for this position.