

Youth Worker

Job Description &
Person Specification

Application deadline - 1st August

Apply with CV & Cover letter to

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ORGANISATIONAL BACKGROUND

YMCA Dublin has been working with young people in Dublin for over 175 years. The organisation runs programmes in youth work, education, family support, community childcare and community employment. To support their services, they run two social enterprises – YMCA Gyms and YMCA Childcare.

Our strategic plan (2019-2026) states the goal of establishing at least 3 new community hubs during that period. These will be purpose-built facilities offering a wide range of community activities and facilities, including high quality childcare.

Delivery of these strategic objectives will require collaborative working as part of a small but growing youth services team.

**WE BELIEVE EVERYONE SHOULD HAVE THE OPPORTUNITY TO BELONG TO
HEALTHY, CONFIDENT, SECURE AND CONNECTED COMMUNITIES.**



VISION

We believe everyone should have the opportunity to belong to healthy, confident, secure and connected communities.

MISSION

To create inclusive communities where everyone feels welcomed, accepted and inspired and to provide life enriching opportunities for children, young people, their families and communities.

VALUES

Welcoming, Inclusive, Empowering, Caring, Responsible: Our core values are the shared beliefs and essential principles that guide our behaviour, interactions with each other and decision making. Through all our activities, events and services, we encourage people to accept and demonstrate positive values & we are committed to this approach in strengthening our organisation.

GOVERNANCE

YMCA Dublin is governed by a Board who are responsible for the organisation achieving its strategic aims, remaining commercially and financially viable and overall governance of the organisation. The Board is comprised of 10 members.

CONTEXT FOR APPOINTMENT

YMCA Dublin's Youth Services support young people who are experiencing emotional, behavioural, or social challenges.

As we expand our services into new communities, including Belmayne and the nearby De Verdon site, we are growing our team to ensure that more young people across Dublin can access early intervention, meaningful support. The Youth Worker will play a vital role in this expansion, delivering services across both our Northside locations, and working closely with schools to ensure consistency and impact across all settings.



THE POSITION

Title	Youth Worker
Reporting to	Community Projects Manager
Place of Work	YMCA Dublin, Belmayne, Dublin 13, De Verdon Place, Dublin 17 & local schools
Working Hours	Full-time – 37.5 hours per week, afternoons & evenings
Nature of Post	1-year, with potential for extension subject to performance & funding.
Salary	€30,000

ROLE SUMMARY

We are seeking a passionate and committed Youth Worker to help deliver YMCA Dublin's dynamic and strengths-based youth and group mentoring services. This is an exciting opportunity to make a meaningful difference in the lives of young people aged 12–19, supporting them to navigate challenges, build resilience, and thrive.

In this hands-on role, you will support the delivery of in-school peer mentoring groups, and universal youth work. Working in close partnership with schools, families, and community services, you will champion trauma-informed, play-inspired approaches that foster connection, confidence, and personal growth.

You will be part of a vibrant, values-driven team committed to empowering young people through consistent support and positive relationships. If you are motivated by purposeful work and want to be a trusted adult in a young person's life, we would love to hear from you.



OVERVIEW OF THE ROLE



The Youth Worker plays a central role in delivering two of YMCA Dublin's three-strand Youth & Mentoring Services: peer mentoring in schools, and youth work.

The postholder will facilitate weekly group sessions in partner secondary schools, and co-deliver evening youth work and seasonal youth projects.

Working in Northside (Belmayne/De Verdon) hubs, and the schools here-in, the Youth Worker will liaise closely with families, teachers, and local stakeholders to ensure young people receive coordinated and impactful support.

This is a hands-on role that requires excellent facilitation skills, strong organisational ability, and a passion for working directly with young people and volunteers in a variety of settings. The successful candidate will also contribute to ongoing monitoring, evaluation, and reporting to ensure the highest standards of delivery and continuous improvement.



Youth Work Delivery

- Design and delivery of evening youth work sessions, ensuring they are inclusive, engaging, and responsive to participant needs and interests.
- Occasional streetwork, engaging with young people and encouraging them to join our youth service.
- Work collaboratively to support the planning and delivery of seasonal school holiday programmes (e.g. Easter and Summer Projects), including trips, activities, and special events.

Peer Mentoring in Schools

- Facilitate weekly group peer mentoring sessions in secondary schools.
- Facilitate structured group discussions using a strengths-based approach.
- Collaborate with school staff to identify students, schedule sessions, and support student engagement.
- Track participation and feedback for continuous programme improvement.

Other Responsibilities

- Represent YMCA Dublin youth services professionally in engagement with external partners, community organisations, and stakeholder events, building positive relationships in the community.
- Maintain accurate records and complete all necessary administrative tasks, including budget tracking.
- Support the measurement of impact, accurate recording of outcomes, and progress towards service KPIs
- Actively participate in regular team meetings, planning sessions, and supervision as part of ongoing reflective practice and programme development.
- Undertake any additional duties that support the effective delivery of YMCA Dublin's youth services.
- Comply with all YMCA Dublin policies and procedures, including those relating to safeguarding, equality, and data protection.

- Ability to engage effectively with young people, particularly those facing emotional, behavioural, or social challenges.
- Strong facilitation skills, with the ability to lead structured sessions in schools and community settings.
- Capacity to build positive, respectful relationships with young people, volunteers, families, and school staff.
- Excellent communication and interpersonal skills, including active listening and conflict resolution.
- Strong planning, time management, and organisational skills to manage multiple strands of work simultaneously.
- Commitment to trauma-informed, strengths-based, and inclusive youth work approaches.
- Adaptability and flexibility to respond to the evolving needs of young people and the programme.
- Ability to maintain accurate records and uphold high standards of safeguarding, confidentiality, and professionalism.
- Motivation to uphold YMCA Dublin's values and contribute to a positive and supportive team culture.

- A recognised, professionally endorsed qualification in Youth Work or Youth and Community Work or other relevant qualification.
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- Worked with young people 'at risk' for three years full-time in a paid capacity