Job Profile: Detached Youth Work 2025

SWAN Regional Youth Service

**Job Purpose**

Reporting to the Detached Youth Work Manager, the Detached Youth Worker is responsible for: ensuring the development and implementation of Detached Youth Work across the North East Inner City and East Wall. Delivery of service is through the model of Critical Social Education in line with SWAN Regional Youth Service Strategic Plan, UBU Service Requirements and Young Ireland National Policy Framework for Children and Young People.

Furthermore, ensuring the day to day and long-term management of Swan Regional Youth Service in accordance with the best practice and the organisation’s ethos.

**Tasks & Responsibilities**

* Coordinating and supporting the facilitation of Swan’s groups, programmes and projects.
* Planning, designing, implementing and evaluating programmes in conjunction with Swan staff.
* Ensuring that youth work is carried out using the Critical Social Education model of youth work
* Ensuring the development, support and best practice protocols.
* Providing one-to-one support to young people
* Advocating of behalf of young people and liaising with a variety of professionals including Social Workers, Probation Officers, etc.
* Networking and representing the Swan Youth Service at appropriate local and national forums
* Recording the work and preparing reports for management and funders
* Preparing funding proposals and applications to further enhance the work
* Ensure attendance at weekly youth work team meetings for the purposes of information sharing, allocation of work, planning and reviewing.

**Functional Competencies and Person Specifications**

Essential

* An understanding and knowledge of the NEIC community and relevant issues
* A relevant third-level qualification and at least one years’ experience in youth work, community development, addiction counselling, drugs & alcohol work or other related fields, or 3yrs paid experience in a relevant role.
* Ability to work on own initiative and as part of a busy team
* Willingness and flexibility to work irregular working hours including evenings and weekends
* Good knowledge and/or experience of developing, delivering and evaluating informal education and training programmes

Desirable

* Understanding of the critical social education model of youth work and/or of the principles of community development
* Understanding of working through inter-agency partnerships and appreciation of same
* Good written and oral communication skills
* Detached Youth Work experience or experience in outreach work.

**Behavioural Competencies**

|  |
| --- |
| **Planning & Organising** *Plans and prioritises own work, with reference to line managers.**Makes best use of own time and meets deadlines.* |
| * Effectively prioritises, is able to organise work to meet designated deadlines.
* When competing priorities exist, will seek direction from more senior colleagues.
* Carries out activities in an orderly and well-structured manner and pays attention to detail*.*
* Let's people know if things get delayed, informs team and others of progress.
 | **Level 1** |
| **Decision Making and Problem Solving***Resolves both problems that occur on a regular basis and more complex infrequent problems. Uses judgment to assess and select from alternatives.* |
| * Breaks a relatively complex problem down into component parts.
* Gathers the relevant information and facts.
* Solves problems by a process of analysis, looking at root causes, weighing up the pros and cons of different approaches.
* Finds the balance between the need for being thorough (i.e., having sufficient information) with the requirement to make a timely decision.
* Uses information from a variety of sources including own networks to solve problems.
* Evaluates and makes decisions in relation to procedures, precedents, policies and standards in own area of responsibility.
 | **Level 2** |
| **Team and Collaborative Working***Works co-operatively and is a supportive member of the team.**Contributes positively to the achievement of team objectives.* |
| * Respects and values differing viewpoints.
* Willingly works towards team / shared goals.
* Recognises that all teams do not operate in the same way, adapts their working style/method to achieve results.
* Encourages other team members by recognising their individual contribution.
* Actively takes part in team tasks in the workplace.
* Co-operates with and supports others.
 | **Level 1** |
| **Effective Relationships & Networking***Builds effective working relationships, in order to provide information and enhance service.*  |
| * Interacts openly and honestly with others.
* Listens and respects different viewpoints
* Addresses misunderstandings directly with others involved.
* Maintains confidentiality.
* Respectfully deals with wide range of people.
* Takes time to get to know co-workers, to build rapport and establish a common bond.
* Offers assistance to others where appropriate.
 | **Level 1** |

|  |
| --- |
| **Innovative & Creative Thinking***Has the ability to think creatively and strives to continually improve own processes and other departments of the organisation.*  |
| * Works with team / department members to identify new opportunities.
* Implements and shares ideas within own division/department/peers.
* Reviews what other companies are doing and seeks to influence improvement measures within scope of own role.
* Recognises that small changes can make a big impact.
 | **Level 2** |
| **Leadership***Sets a good example. Enthuses others through own positive and energetic approach.* |
| * Willingly takes the lead when required to get things done.
* Demonstrates professionalism when representing own department.
* Responds positively to challenges.
* Builds credibility by being trustworthy and reliable.
 | **Level 1** |

*\*Please note that listed above are top 6 behavioural competencies applicable to this role and is not the exhaustive list of all competencies relevant to this role.*