



JOB DESCRIPTION

(Senior Youth Work Officer - Research and Development Team)

Position:	Senior Youth Work Officer (Youth Justice)
Project:	Youth Diversion Project Research and Development Team
Location:	The contractual place of work will be 20 Lower Dominick Street, Dublin 1. Youth Work Ireland has a Remote Working Policy. The successful candidate may apply for remote working arrangements under the provisions of this policy, but a decision on this will be at the discretion of the line manager.
Contract Type:	Fulltime permanent (subject of successful probation and funding)
Responsible To:	The CEO or a nominee of the CEO of Youth Work Ireland and jointly working with the Research and Development Team of the Youth Diversion Programme.
Primary Relationships:	Research and Development Team supported by the REPPP team (University of Limerick). The Department of Justice, the CEO's of Youth Work Ireland Member Youth Services who deliver Youth Diversion Projects and their youth justice workers as appropriate. The Youth Work Ireland Youth Justice Sub-Group of the Board. The Youth Work Ireland national office CEO, staff and in particular the project management team.
Hours:	35 hours per week
Annual Leave	25 days per year

Role Information:

This is an exciting opportunity for suitably qualified and experienced person to join a dynamic team within the national office of Youth Work Ireland and work with colleagues in the youth justice sector as part of the Youth Diversion Project Research and Development (R&D) Team. The R&D team is a multiagency team whose purpose is to develop and support best practice across all Youth Diversion Projects leading to improved outcomes for young people and families. The position is funded by the Department of Justice. The team is managed by a Team Leader on a day-to-day basis and overseen by a multi-agency grouping of Youth Work Ireland, Independent CBOs, Crosscare and Foróige.

Duties and Responsibilities

- The specific areas of work on an annual basis will be agreed by the CEO (or a person designated by the CEO), and the Youth Justice Subgroup of the Youth Work Ireland Board. The work plan will be subject to financial approval by the Department of Justice based on an agreed annual workplan of the R&D Team and will vary in line with developing priorities for that plan. Key elements of the role include:
 - Supporting other R&D Team activities including implementation of new initiatives as required
 - Identifying further needs in YDPs and designing innovative responses to these needs.
 - Providing advice and support to the Department of Justice in relation to policy, procedures and events as appropriate
 - Provided training capacity building, mentoring and guidance support to Youth Diversion Projects.
 - In conjunction with other R&D team members, scheduling and facilitating Community of Practice groups for all YDP staff
 - Scheduling, planning and preparing meetings of the YWI Youth Justice Sub-group in consultation with CEO and Sub-group chair.
 - Designing and implementing a work plan with the YWI Youth Justice Subgroup and reporting on its implementation for time to time.
 - Working collaboratively with An Garda Síochána
- Liaising with appropriate stakeholders in the development of an annual work plan and leading out on specific actions within the plan
- Supporting the University of Limerick Action Research staff in the Action Research Project
- On the direction of the line manager, to attend relevant group meetings as directed by your line manager, including but not limited to YDP Advisory Committee, Oversight Management meetings, YWI Youth Justice Sub-Group meeting, staff and project management Meeting of YWI staff, and preparation of work reports and associated documentation
- Supporting the implementation of the Restorative Practices across the network of YDP's ensuring consistency and fidelity in collaboration with YDP R&D Team colleagues. This includes but is not limited to:
 - Supporting a multi-agency team of Restorative Practice trainers
 - Co-ordinating delivery of YDP Restorative Practice training to the YDP network.
 - Design and delivery of any additional training and/or learning experiences or resources required to support Restorative Practice implementation.
 - Development of quality assurance measures such as Circles of Practice
 - Responding to Restorative Practices queries from YDP network.
- Supporting good practice in the implementation of Early Intervention across the network of YDPs in conjunction with colleagues in the YDP R&D Team.
- Support and development of Motivational Interviewing and the Scramblers Initiative within YDPs.

- Working as part of a multi-agency team to support the implementation of the National Youth Justice Strategy and build the capacity of the YDP network
- Supporting other YDP R&D Team activities as required including Outcomes Focused Programme Design training, YDP Annual Plan appraisals and support for new initiatives arising out of the Youth Justice Strategy
- Any such other relevant requirements as the board of and/or its Chief Executive Officer or nominee shall deem necessary for the effective implementation of Foróige policy and programmes
- Any other relevant requirements as the board nominee shall deem necessary for the effective implementation of Youth Work Ireland's policy and programme.

Professional Qualifications and Experience

Essential:

- Education to national degree standard in a relevant field
- Significant experience of working as a Youth Justice Worker on a Youth Diversion Project or 5 years' experience of working with at risk/vulnerable young people
- Extensive experience of outcome focussed programme design
- Experienced in designing, delivering facilitating and evaluating training and learning experiences for adults
- Experience in Supporting and mentoring, with the ability to work collaboratively within a project team
- Experience of liaising with other services providers, policy makers and academics
- Experience of working as part of a multi-agency team
- Excellent presentation, written and verbal communication, IT and organisational skills
- Clean Driving License and own car.

Desirable

- Experience of working in a federal or network structure
- Experience in restorative practice
- Experience of negotiating consensus and finding creative solutions to problem solving
- Experience of working innovatively
- Experience of evaluation, impact measurement and outcome reporting

Person Specification

- Excellent interpersonal skills, including ability to liaise with a wide range of stakeholders and build and maintain effective working relationships
- Personal commitment to a youth centred approach to work and to the real and active participation of young people.
- Excellent teamwork skills and the ability to work across a number of teams.
- Solutions focused approach to work
- Excellent standards of accuracy and attention to detail
- Ability to be proactive, use own initiative and work effectively within a pressurised team environment

- Ability to draft summary information and correspondence
- Ability to follow organisational guidelines, policies and procedures

Additional considerations for the role

Travel: This post will involve considerable domestic travel within Ireland for delivering trainings and attending meetings. Some European travel may be required from time to time in the context of ERASMUS funded networking, training and development opportunities.

Salary: Youth Work Ireland Development Officer Scale 12 Points: €39,306.28 – €56,089,51

Pension: Upon successful completion of a 6-month probation period, the successful candidate will be entitled to join the YWI company pension scheme. To avail of this, the staff member must contribute 5% of their gross salary per month, in order for Youth Work Ireland to contribute 8.5% of the employee's gross salary to the member's scheme.

Applications: Applications must be made by letter of application and CV, and the YWI Job Application Form available on www.youthworkireland.ie.

Application to be forward to:

Ms Breege Kiernan, Youth Work Ireland, National Office, 20 Lower Dominick Street, Dublin 1. DO1YP97

or

bkiernan@youthworkireland.ie

Closing Date: Friday 16th May 2025

First Interview: 17th June 2025 (Youth Work Ireland National Office, Dublin)

Second Interview: 9th July 2025 (Youth Work Ireland National Office, Dublin)

Youth work Ireland is an equal opportunities employer



Rialtas na hÉireann
Government of Ireland



An Roinn Dlí agus Cirt
Department of Justice



Arna chomhchistiú ag
an Aontas Eorpach

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