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| **Job Title** | Roscrea Youth Service Family Support Worker |
| **Employer** | North Tipperary Development Company (NTDC) |
| **Reporting Relationship** | Youth Service Coordinator and the CEO of NTDC |
| **Reporting Staff** | Staff employed in the Roscrea Youth Service  |
| **Location of Post** | Roscrea  |
| **Closing Date for Applications** | 30th May 2025 @12pm |
| **Date of Interviews** | Not Agreed  |
| **Benefits offered by NTDC** | **Salary:** Competitive salaries in line with those in the public service. **Travel expenses:** Travel expenses are reimbursed at public service rates.**Annual Leave:** 25 days annual leave. **Pension:** Contributory pension benefits for long term staff.**Organisation Culture:** Positive working environment and proactive approach to professional development, reflective practice, and supervision. **Training & Development:** Opportunities to access training relevant to the role. |

**THE EMPLOYER: NORTH TIPPERARY DEVELOPMENT COMPANY (NTDC)**

North Tipperary Development Company (NTDC) is a local development company responsible for the delivery of a range of rural enterprise, social inclusion, and community development initiatives in the Tipperary North County area.

The purpose of NTDC is to act as a voluntary, non-profit making, private limited company with a mission to promote social inclusion, promote economic development, increase employment and enterprise opportunities, and promote wider participation in voluntary activity for the people of the area.

# THE PROGRAMME:

Roscrea Youth Service (RYS) is a community youth service based in Roscrea, supporting families with children of all ages and Parents/guardians through our community-based Family Support Project. Supporting children and young people from 8-24 years of age through the Roscrea Youth Project (UBU), RAY Youth Diversion Project & Early intervention project, and Youth counselling. These supports and services are essential to supporting families and youth in Roscrea with a particular focus on disadvantaged youth and marginalised families. Each of these projects offer a series of supports/services in the form of one-to-one sessions, group work, drop-in service, referral, and self-referral supports, workshops & youth activities, summer camps and outings etc.

# THE ROLE AND PURPOSE OF THE JOB

The role will provide a wide range of activities that strengthen positive informal social networks through community-based programmes and services.  The focus of these services is on early intervention aiming to promote and protect the health, well-being and rights of all children, young people and their families. At the same time particular attention is given to those who are vulnerable or at risk. This initiative is operated and managed by NTDC, with the support and advice of TUSLA as funder oversight.

The successful candidates will join the established Roscrea Youth Service team, you will work as a member of the Roscrea Youth Service team with the specific objective of continuing to deliver & develop the community-based family support service in the Roscrea community and support client caseloads and referrals.

# CORE RESPONSIBILITIES INCLUDE:

* To deliver & develop family support services within the Roscrea Community, targeting disadvantaged areas.
* To liaise with statutory agencies and other professionals working with families in Roscrea to ensure efficient delivery of services.
* To develop parenting initiatives and other family support initiatives in Roscrea, targeting disadvantaged areas, in line with TUSLA Policy.
* To promote and deliver all aspects of service delivery in line with the Children and Youth participation in decision making National Strategy.
* Evaluate the effectiveness of actions and programmes.
* To work as a member of the Roscrea Youth Service team to include team meetings, planning and evaluating work and supporting colleagues.

***This is a job description to be reviewed on a regular basis. It does not form part of the contract of employment***.

**PERSON SPECIFICATION**

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| **Factors** | **Essential** | **Desirable** |
| Qualifications | Candidates for this post must hold a certification for a relevant qualification at a minimum of QQI level 8 or an equivalent nationally recognised qualification or a higher award in the areas of family support, social care, education, health promotion.(Note, candidates with exceptional practice experience may also be considered in lieu of degree qualification) | It is a distinct advantage if the applicant is also trained in any/all of the following evidence-based programmes/approaches:Parenting Plus (any of the programmes)Circle of SecurityMindfulness/wellbeing programmesMeitheal case coordination approach (TUSLA) |
| Knowledge | Professional knowledge* Knowledge of Tusla’s Prevention, Partnership and Family Support; Child Protection and Welfare; and Alternative Care Strategies.
* An understanding of child protection risk and harm and Tusla social work business processes.
* An understanding of a community development approach to child protection and family support.
* An understanding of the impact of poverty and disadvantage on communities and especially its impact on parenting
* An understanding of children’s holistic developmental needs within the context of their family and community.
* An understanding of children’s rights.
* An understanding of evidenced informed; human rights based; outcomes focused; integrated; and preventative child and family services.
* Demonstrate an awareness of children and young people's participatory practice.
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| Experience | * 3 years previous paid employment in Family Support, Community Development, Youth Work or Social Inclusion capacity
* Relevant experience of working with vulnerable children and families in a community setting.
* Experience in carrying out needs assessments, planning and implementing project development and carrying out evaluations with young people and families, in a community setting.
* Relevant experience of working in multidisciplinary and multi-agency environments, leading a Meitheal case &/or being part of child protection case management.
* Experience of providing leadership and co-ordination of programmes.
* High level working knowledge of Children First Guidance and Legislation.
* Knowledge of child development.
* Knowledge of how to engage children and families in networks of support in communities.
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| Core Competencies | * Knowledge of Tusla’s Prevention, Partnership and Family Support; Child Protection and Welfare; and Alternative Care Strategies.
* An understanding of child protection risk and harm and Tusla social work business processes.
* An understanding of a community development approach to child protection and family support.
* An understanding of the impact of poverty and disadvantage on communities and especially its impact on parenting.
* An understanding of children’s holistic developmental needs within the context of their family and community.
* An understanding of children’s rights.
* An understanding of evidenced informed; human rights based; outcomes focused; integrated; and preventative child and family services.
* Demonstrate an awareness of children and young people's participatory practice.
* Demonstrate a commitment to delivering a quality service that is child centred.
* Display awareness and appreciation of the service user and the ability to empathise with and treat others with dignity and respect.
* Demonstrate the ability to make effective decisions and solve problems especially regarding service user care.
* Display effective communication and interpersonal skills including the ability to collaborate with colleagues, families, young people etc.
* Promote a culture that values diversity and respect in the workplace.
* Demonstrate the ability to manage conflict.
* Demonstrate effective teamwork skills & flexibility and openness to change.
* Demonstrate ability to utilise supervision effectively.
* Demonstrate commitment to continuing professional development.
* A working knowledge of direct youth work/ family support theory, practice and ability to carry out needs assessments and measurement of progression of participants.
* Understanding of project planning, implementation and evaluation in a community setting.
* Report writing and ICT Skills.
* Confident group facilitation skills.
* Ability to apply learning to action, problem solving & work on own initiative.
* Working knowledge and understanding of statutory/voluntary relationships & policy that impact on community-based family support services and youth work.
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| Other requirements | * Commitment to the purpose of NTDC and to work within the values, policies, and procedures of the organisation.
* To always act consistently in a professional manner.
* To participate in regular supervision with your line manager.
* Flexibility in relation to hours of work to meet the needs of the work. Work during unsocial hours is expected with youthwork.
* Identify training needs with your line manager and participate in training opportunities appropriate to the role.

***The above Job Description is not intended to be a comprehensive list of all duties involved and consequently the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.*** |  |

**Terms and Conditions on Employment**

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| **Garda Clearance** | The successful applicant must undergo and secure Garda Vetting through the NTDC Policy |
| **Contract**  | Family Support Worker will be employed by NTDC for a fixed term contract of 12 months It must be understood however, that if the position becomes redundant at any time during the period of the contract or if the funding for the post is discontinued or a post holder fails to perform satisfactorily, employment may be terminated. |
| **Probation** | The following probationary provisions shall apply:1. There shall be a period after such appointments takes effect during which such persons shall hold the post on probation.
2. Such period shall be six months, but the CEO may at their discretion extend such period.
3. Such persons shall cease to hold the post at the end of the period of probation unless during such period the CEO has certified that the service of such persons is satisfactory.
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| **Health** | A candidate for and any person holding office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. |
| **Character** | Candidates for and any person holding the office must be of good character. References will be sought prior to job offer being made.  |
| **Competition Selection Process** | Short-listing may be carried out on the basis of information supplied in your Cover Letter & CV. *The criteria for short listing are based on the requirements of the post as outlined in the ‘essential qualifications for the post’ and the core skills / competencies section of the job specification.* Therefore, it is very important that you think about your experience considering those requirements. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process. **A panel may be formed from which future positions may be filled.** |
| **Salary Scale** | €35,058 - €53,852, full- time 35-hour week The successful applicant will be offered a salary commensurate with qualifications and experience.  |
| **Hours of Work** |  35 hours per week. Ability to work evenings and some weekends is essential.  |