 

**KDYS Youth Worker *(7-10 hours per week)***

**JOB DESCRIPTION**

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| **Location:** | KDYS Neighbourhood Youth Project, Killorglin |
| **Works With:** | NYP Team in Killorglin |
| **Reports To:** | NYP Co-Ordinator |

KDYS, the leading youth organisation in South West Ireland as affirmed by the Council of Europe awarding the Quality Label for Youth Centres to our Killarney headquarters. We provide a range of quality services responding to the needs of children, young people, their families and communities.

The post holder is an exceptional individual who will make a difference in the lives of young people and their families by promoting a culture of integrity, youth participation and development, operating in line with our organisational values:-

* *Young people at the heart of everything we do*
* *Concern for the young person’s development; personal, social, educational and spiritual*
* *Commitment to partnership with young people, volunteers, communities and funders*
* *Upholding quality standards of integrity and professionalism.*

**Job Summary**

**Work with young people and the community in Killorglin and Mid Kerry to deliver youth work programmes and supports to young people in the area as per the funding criteria. The Neighbourhood Youth Project is delivered in partnership with Tusla.**

**Key Duties & Areas of Responsibility will include:**

* Assess the needs of the young people and develop appropriate strategies for individuals - Planning, developing and implementing needs based solutions.
* Ensuring youth work approaches and methodologies are employed such as centre based programmes, group work, structured drop-in, and individual support.
* Evaluating the work of the project using relevant project evaluation systems.
* To undertake administrative duties relevant to the position, including maintenance of records and provision of reports as required.
* To ensure compliance with relevant Quality Standards Frameworks and in accordance with other KDYS requirements.
* Actively participate in both internal and external networks, structures and events relevant to the post
* To prepare for and attend individual supervision on a regular basis.
* To undertake other duties as may be requested. This may include involvement in the organisations events, fundraising, research etc.

**Special conditions**

* A relevant degree in youth work, community work, family support, social care, social work, education or other relevant discipline
* Minimum 1 years relevant work experience
* Fluency in English, both written and verbal
* Full, clean driver’s license

**Skills, competencies & attributes**

**Specialist Knowledge, Expertise & Self Development**

* Evidence of professional knowledge in youth work, and/or community work
* Clearly understands the role, objectives and targets and how they fit into the work of the department and the wider organisation.
* Experience in working with young people (particularly with young people who present with complex needs) in a dynamic/engaging way using a variety of methodologies.
* Practical, working knowledge of youth work
* Knowledge of issues and trends affecting young people in contemporary Ireland.
* Understands the boundaries of professional practice.
* Demonstrates knowledge of child protection policy and practice.
* Understands and shows commitment to the purpose of KDYS and to work within the values, policies and procedures of the organisation and in the context of current legislation and regulations.
* Reflects on and is committed to own development personally and professionally.

**Programme development and delivery**

* Analytical skills with the capacity to absorb/organise new information to ensure continuing best practice.
* Demonstrates the ability to apply appropriate and relevant youth work approaches and methodologies.
* Understands the importance of health and safety within the workplace overall and with emphasis on the delivery of programmes and activities with young people.

**Teamwork**

* Experience of working effectively in a team environment.
* Develops and maintains good working relationships with others, sharing information and knowledge, as appropriate.
* Maximises the contribution of the team, encouraging ownership, providing support and working effectively with others.
* Contributes to the development of policies in own area and the wider organisation

**Administrative & Technical Skills**

* Experience in Microsoft Office (Word, Excel, Access & Powerpoint etc).
* Knowledge of social media platforms commonly used by young people.
* Experience of maintaining accurate paper and electronic record systems.
* Experience of working to multiple deadlines.

**Delivery of Results**

* Plans and prioritises work in terms of importance, timescales and other resource constraints, re-prioritising in light of challenging circumstances.
* Assumes responsibility for and delivers on agreed objectives / goals.
* Ensures all outputs are delivered to a high standard and in an efficient manner.
* Uses resources effectively, challenging processes to improve efficiencies.
* Is self-reliant and uses judgement on when to seek guidance and from whom.

**Interpersonal & Communication**

* Communicates in a fluent, logical, clear and convincing manner verbally and in writing.
* Is able to listen effectively and develop an effective dialogue quickly.
* Is able to acknowledge and address conflict in an open, honest and non-judgemental manner.
* Ability to advocate for, motivate, and engage young people.
* Maintains a strong focus on meeting the needs of young people.
* Effectively influences others to take action.
* Works to establish mutual understanding to allow for collaborative working.

**Drive & Commitment**

* Is self-motivated and shows a desire to continuously perform at a high level.
* Must be flexible and prepared to work outside normal hours as required.
* Has the ability to think logically, use initiative and work with minimum supervision.
* Have a flexible approach to the work in response to organisational change, development and review of best practice.
* Through leading by example, fosters high standards of ethics and integrity.

**Contract**

* Specified Purpose Contract linked to Parental leave cover

This contract is for 7-10 hours per week (dependant on budget available). The nature of this post requires the holder is flexible in working hours to cover the operational times of the service and the centre. This will involve frequent evening and weekend work, at times when young people are available and/ out of school.

* Salary is commensurate with experience.
* Employment with KDYS is subject to a satisfactory response from the Garda Vetting Unit being received in relation to any candidate under consideration and satisfactory reference checks being received.
* This post is subject to a 6 month probationary period.