



# Youth Justice Practitioner Youth Justice Project Worker Job Description

<b>Works With:</b>	Kerry Community Youth Service (KCYS) KEY Service – A Divisional Youth Diversion Project.
<b>Reports To:</b>	KCYS Co-Ordinator with responsibility for Youth Justice
<b>Location:</b>	Kerry Divisional Area

The post holder is an exceptional individual who endeavours to make a difference in the lives of young people and their families by promoting a culture of integrity and compliance within KCYS, and by operating in line with our organisational mission, vision and values: Young Person Centred, Rights Based, Empowering, Inclusive, Respectful, and Non-judgemental.

## About KCYS Youth Justice Work

KCYS has a long history of developing innovative responses to the needs of young people that enhance their lives, their families, and the wider community. In partnership with the Department of Justice and Kerry Gardaí, the service response is based on clear evidence of need informed by Garda crime statistics and evidence-based research in youth justice. The net result is that young people who are most in need of a service will get that service. KCYS Youth Diversion Project further developed the KEY Service to extend to deliver early intervention, family support and court accompaniment services.

**This project is co-funded by the Government of Ireland and the European Union.**

## Job Summary

The youth justice practitioners will work with young people, their families, agencies, and the community in the Kerry Division to develop and deliver suitable interventions and supports to young people in the area as per the funding criteria.

## Key Duties & Areas of Responsibility will include:

- Develop a needs-based response to 'at risk' children and young people, through using the appropriate risk assessment frameworks to inform face to face work to prevent involvement in crime.
- Engage in outreach work in communities, homes, and schools to support work with young people and children and to identify young people for inclusion in the project through the Referral Committee.
- Develop and maintain relationships with "at risk" children and young people on a one-to-one basis.
- Engage with families, relevant services and supports to facilitate an appropriate response to the needs of children and young people we engage with through our work.
- Devise, implement, document, and evaluate all programmes/interventions in line with KCYS requirements and Department of Justice Operational Requirements for GYDP's.
- Complete, develop and review assessments, interventions, and case plans for young people.
- Apply a relational approach to support and motivate young people in their identified progression paths.
- To communicate clearly and openly with empathy and with an ability to treat information confidentially and appropriately.
- To participate fully and work effectively within the KCYS Youth Justice Team.

- To undertake administrative duties relevant to the position, including maintenance of records and provision of reports as required and/or as requested. Report on data as required by KCYS and the funder and maintain records in accordance with funder and organisational requirements.
- Ensure that professional standards are maintained and monitored in the delivery of services.
- Being vigilant and adhering to KCYS procedures concerning the neglect or abuse of children with reference to Children First guidelines and procedures.
- Actively participate in both internal and external networks, structures and events relevant to the post.
- Identify training needs through your supervision and participate in training opportunities appropriate to the role.
- To prepare for and attend individual supervision on a regular basis.
- Ensure ongoing compliance with organisational policies and practices, GDPR, Safeguarding, Health and Safety and ethical practice in all aspects of the role.
- Ensure ongoing compliance with Department of Justice Youth Diversion Project Operational Requirements, Communities of Practice and Training.
- Support the KCYS planning and reporting processes.
- To undertake other duties as may be requested. This may include involvement in the organisation's events, fundraising, research etc.

## **Special conditions/Essential Criteria**

### **Qualifications and Experience**

- A relevant professional qualification in the human sciences; youth work, community work, family support, social care, social work, childcare, education, or other relevant discipline.
- Minimum 2 year's relevant work experience.
- Experience in devising, implementing, and evaluating programmes/ interventions/responses for 'at risk' youth.
- Experience in providing support for 'at risk' youth to take positive steps which would enhance their education and employability.
- Fluency in English, both written and verbal.
- Full, clean driver's license.

### **Contract**

- Specified purpose contract linked to maternity/parental leave
- This contract is for 35 hours per week.  
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 will be based on the KCYS Youth Worker scale: €29,940, €31,084, € 32,271, €33,504, €34,784, €36,112, €37,492, €38,924, €40,411, €41,955, €43,557  
*Starting point for these roles will be between points 4 – 8, commensurate with experience*
- Employment with KCYS 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.

### **Skills, competencies & attributes**

- Demonstrates knowledge of the youth justice sector.
- Experience in working with young people and or children (particularly with young people who present with complex needs) in a dynamic/engaging way using a variety of methodologies.
- Clearly understands the role, objectives, and targets and how they fit into the work of the Department of Justice, national policy related to youth justice, and the wider organisation.
- Demonstrates knowledge of child protection policy and practice.

- Demonstrates the ability to apply appropriate and relevant relational, youth work and child-centred approaches and methodologies.
- Plans and prioritises work in terms of importance, timescales and other resource constraints.
- Develops and maintains respectful 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.
- Analytical, decision making and problem-solving skills required with the capacity to absorb/organise new information to ensure continuing best practice.
- Excellent communication, interpersonal and teamwork skills, with the ability to engage a diverse range of stakeholders and maintain effective working relationships
- Ability to communicate effectively and appropriately to young people across the target group age range
- Proficient at planning, delivering, and evaluating programmes
- Proficient report writing skills and delivers on reporting requirements.
- Experienced in computer applications and the use of online communication platforms
- Flexible, willing to adapt to new challenges and change, and prepared to work outside normal hours as required.
- Ability to think logically, use initiative and work with minimum supervision.



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