



‘All In Again’ Project Worker Job Description

Base: KCYS Killorglin (Countywide Service)
Reports to: KCYS Youth Work Development Manager

Job Summary

The All In Again Project is funded through the RTÉ Toy Show Appeal and supports marginalised young people to strengthen and manage their mental health and wellbeing through participation in targeted programmes and supports. This is a continuation of the highly successful ‘All In’ project. The project uses youth work and non-formal education methodologies to empower young people to develop the knowledge, skills, confidence and resilience required to make positive choices regarding their mental health and overall wellbeing. There is a specific emphasis on engagement with neurodiverse young people and young people who are members of the LGBTIQ+ communities.

The Project Worker will engage and support young people initially through the ‘Be Well,’ evidence-informed programme and other interventions, creating opportunities for participation, personal development and positive mental health outcomes. 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 the organisation’s mission, vision and values.

Key Duties & Areas of Responsibility will include:

Youth Engagement & Programme Delivery

- Identify and engage young people who fall within the target group of the All In Again Programme through outreach, community engagement and collaboration with schools, services and community organisations.
- Develop and deliver programmes and interventions that support positive mental health, wellbeing, resilience and personal development.
- Deliver interventions using appropriate methods in settings such as schools and youth centres.
- Delivery of the project’s core programme Be Well, alongside any future programme developments.
- Utilise a range of youth work methodologies including centre-based programmes, outreach work, group work, structured drop-ins and one-to-one supports.
- Build positive, supportive relationships with young people using youth-centred and strengths-based approaches.
- Promote youth participation and ensure young people are actively involved in shaping programme design, delivery and evaluation through the principles of Lundy’s Model of Participation.
- Advocate on behalf of young people and support their representation on formal and informal structures where appropriate.

Planning, Monitoring & Evaluation

- Plan, implement and evaluate the ‘Be Well’ programme and other appropriate interventions.
- Monitor participation, engagement and outcomes in line with project objectives and funder requirements.

- Evaluate programmes and interventions using appropriate project evaluation tools and quality standards.
- Gather and utilise participant feedback to support continuous programme improvement.
- Contribute to KCYS planning, monitoring and reporting processes.
- Prepare and submit reports, updates and information as required for planning, review and funder reporting purposes.

Partnership Working & Advocacy

- Develop and maintain positive working relationships with schools, community organisations, youth services, statutory agencies and other relevant stakeholders.
- Participate actively in internal and external networks, structures, training events and meetings relevant to the role.
- Promote awareness of the All In Again Project and support referral pathways into the service.
- Advocate for the needs, rights and participation of young people in relevant settings.

Administration, Governance & Compliance

- Maintain accurate records, case notes, programme documentation and administrative systems in line with organisational and funder requirements.
- Ensure all work is documented using approved tools, templates and reporting systems.
- Operate within allocated budgets and monitor programme expenditure in accordance with KCYS financial procedures.
- Ensure compliance with organisational policies and procedures including GDPR, safeguarding, Children First, health and safety and ethical practice.
- Adhere to relevant quality frameworks including the National Quality Standards Framework (NQS) and other applicable programme standards.
- Ensure professional standards are maintained in all aspects of service delivery.

Professional Practice & Organisational Contribution

- Attend regular supervision and identify ongoing training and development needs.
- Participate in Continuous Professional Development (CPD) and capacity-building opportunities relevant to the role.
- Contribute to organisational activities including events, fundraising, research and service development initiatives.
- Work collaboratively as part of the wider KCYS team.
- Undertake other duties as may reasonably be assigned in support of organisational objectives.

Requirements

Qualifications and Experience

- A relevant third-level qualification in youth work, community work, family support, social care, social work, mental health, education or another related discipline.
- Practical knowledge and understanding of youth work principles and methodologies within the National Quality Standards Framework (NQS).
- Experience of planning, delivering and evaluating programmes with young people.
- Experience of working with young people experiencing disadvantage, marginalisation or mental health challenges.
- Full clean driver's licence and access to transport is necessary
- Fluency in English, both written and verbal.
- Eligible to work in Ireland.

Skills, Competencies & Attributes

Knowledge

- Demonstrates knowledge and understanding of issues affecting young people, mental health and wellbeing in contemporary Ireland.
- Understanding of youth participation methodologies and strengths-based approaches.
- Knowledge of safeguarding, Children First and ethical youth work practice.

Core Skills

- Strong analytical, decision-making and problem-solving skills.
- Excellent communication, interpersonal and teamwork skills.
- Ability to engage effectively with young people and a diverse range of stakeholders.
- Proven ability to plan, deliver and evaluate programmes and interventions.
- Strong report-writing, administrative and record-keeping skills.
- Competence in computer applications and online communication platforms.
- Effective organisational skills, including the ability to prioritise work and manage competing demands.

Personal Attributes

- Ability to work independently, demonstrate initiative and contribute effectively as part of a team.
- Flexible and adaptable, with the capacity to respond positively to change and work outside normal hours when required.
- Logical thinker with a solution-focused approach.
- Commitment to the mission, values and ethos of KCYS.

Contract

- Fixed Term Contract, subject to funding availability.
- 21 hours per week.
- Salary will be based on the KCYS Youth Worker scale: €30,389, €31,550, €32,755, €34,007, €35,306, €36,654, €38,054, €39,508, €41,017, €42,584, €44,330, €45,801, €47,193, €48,628, €50,086, €51,589, €53,137, €54,731, €56,373, €58,064 and €59,806.

Starting point for this role will be between points 1 - 5, commensurate with experience (pro-rata).

- 26 days annual leave per annum pro rata.
- 28 days paid sick leave in a 12-month period pro rata, upon successful completion of probation.
- The nature of this post requires flexibility in working hours, including evening and weekend work when young people and families are available.
- This post will involve travel and KCYS Travel Expenses policy will apply.
- Employment with KCYS is subject to satisfactory Garda Vetting and reference checks.
- This post is subject to a probationary period.