



Youth Justice Practitioner Youth Justice Project Worker Job Description

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

Work with young people, their families, agencies, and the community in the Kerry Division to develop and deliver suitable interventions and supports in line with Youth Diversion Project operational requirements.

Key Duties & Areas of Responsibility will include:

Youth Engagement & Intervention Delivery

- Develop needs-based responses for children and young people identified as at risk of involvement in crime, using appropriate risk assessment frameworks and intervention planning tools.
- Engage in outreach work within communities, homes and schools to identify and support young people for inclusion in the project through the Referral Committee process.
- Develop and maintain supportive one-to-one relationships with children and young people using relational and youth-centred approaches.
- Deliver structured interventions, programmes and supports designed to strengthen personal, social and behavioural outcomes for young people.
- Apply a relational approach to support and motivate young people in achieving identified progression goals.
- Engage with families, schools and relevant agencies to ensure coordinated responses to the needs of children and young people.
- Support young people through court accompaniment, advocacy and referral pathways where appropriate.

Planning, Assessment & Evaluation

- Complete, review and update assessments, interventions and case plans in line with KCYS and Department of Justice operational requirements.
- Devise, implement, document and evaluate all programmes and interventions in accordance with Youth Diversion Project guidelines and organisational procedures.

- Monitor and evaluate interventions and programme outcomes using appropriate reporting and evaluation systems.
- Contribute to KCYS planning, monitoring and reporting processes.

Partnership, Networking & Team Working

- Participate fully and work effectively within the KCYS Youth Justice Team.
- Develop and maintain positive working relationships with Gardaí, schools, statutory agencies, community organisations and relevant support services.
- Actively participate in internal and external networks, structures, training and events relevant to the role.
- Advocate on behalf of young people and support youth participation where appropriate.

Administration, Governance & Compliance

- Maintain accurate records, case files, reports and administrative systems in line with organisational and funder requirements.
- Report on data and maintain documentation in accordance with Department of Justice Youth Diversion Project Operational Requirements.
- Ensure ongoing compliance with organisational policies and procedures including GDPR, safeguarding, Children First, health and safety and ethical practice.
- Be vigilant and adhere to KCYS procedures concerning the neglect or abuse of children with reference to Children First guidelines and procedures.
- 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 Communities of Practice, training and professional development opportunities relevant to the role.
- Contribute to organisational activities including events, fundraising, research and service development initiatives.
- Undertake other duties as may reasonably be assigned in support of KCYS objectives

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, with access to own car
- Eligible to work in Ireland

Contract

- Specified purpose contract linked to Maternity 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: €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 these roles will be between points 4 – 7, 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. If the successful applicant has resided outside Ireland for a period of 6 months or more over the age of 18, they must also furnish a Foreign Police Certificate (FPC) from the country or countries of residence. KCYS also reserves the right to request an FPC for a lesser period if it so requires

- This post is subject to a 6-month probationary period.

Skills, competencies & attributes

Knowledge

- Demonstrates knowledge and understanding of the youth justice sector and issues affecting young people in contemporary Ireland.
- Knowledge of child protection policy, safeguarding practice and Children First requirements.
- Understanding of relational, youth-centred and trauma-informed approaches to working with young people.

Core Skills

- Strong analytical, decision-making and problem-solving skills, with the ability to organise and manage information effectively.
- 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 with young people across the target age range.
- Proven ability to plan, deliver and evaluate interventions and programmes.
- Strong report writing, administration and record-keeping skills.
- Competence in computer applications and online communication platforms relevant to programme delivery and reporting.
- 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 the ability to remain solution-focused in challenging situations.
- Commitment to the mission, values and ethos of Kerry Community Youth Service (KCYS).



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