Programmes Facilitator

Job Specification & Terms and Conditions

Job Title and Grade	Programmes Facilitator
Closing Date	25th November 2026 at 5pm
Location of Post	Oberstown Children Detention Campus
Contract Type	Full -time Permanent
Salary Scale	The salary for this post ranges from €37,931 to €73,969 per annum and secure unit Allowance €2756.77 per annum pro rata
Working Hours	Full-time 39 hours per week. Successful candidate maybe required to work on a roster, including Saturdays, Sundays and public holidays, and such additional hours from time to time as may be reasonable and necessary for the proper performance of his/her duties subject to the limits set down in the working time regulations.
Annual Leave	23 days annual leave pro rata, plus 10 bank holidays
Reporting Relationship	The person appointed to this position will be accountable to the Programmes Manager or other relevant, delegated role holders.
Purpose of the Post	The Programme Facilitator will contribute to the delivery and development of structured, evidence-based interventions for young people detained at Oberstown Children Detention Campus. The post holder will assess and respond to young people's identified needs in relation to offending behaviour, attitudes, decision-making and other factors associated with their risk of reoffending. Working as part of the Programmes Team and in collaboration with multidisciplinary colleagues, the post holder will plan, facilitate and evaluate group-based and individual interventions designed to promote positive behavioural change, increase personal responsibility, develop pro-social skills and support young people to move away from offending. The role requires the ability to establish effective working relationships with young people, including those who may be reluctant to engage, while maintaining appropriate professional boundaries, managing challenging group dynamics and adhering to programme standards. The post holder will contribute to the ongoing development of the Campus programmes portfolio and the integration of programmed interventions into each young person's wider care and development plan.

Principal Duties and Responsibilities

Assessment and Intervention Planning

- Review referrals and relevant case information, undertake assessment and engagement interviews, and contribute to decisions regarding programme suitability, selection and ongoing participation.
- Identify young people's needs, barriers to engagement and areas for intervention, working collaboratively with multidisciplinary colleagues to align programmed interventions with individual care plans and wider case management arrangements.

Programme Planning and Delivery

- Plan, coordinate and deliver structured, evidence-based offending behaviour and developmental interventions through group work and one-to-one sessions, as a lead or co-facilitator, as appropriate.
- Prepare for programme delivery and maintain fidelity to programme content and intended outcomes, adapting facilitation approaches to meet young people's needs and promote meaningful engagement.
- Facilitate challenging discussions, address resistance and challenging behaviour, promote reflection and pro-social alternatives, and provide additional support or review sessions where required.
- Contribute to the development, implementation and review of programmes and interventions in response to identified needs and emerging practice.
- Explain the purpose, expectations and intended benefits of interventions to young people and relevant stakeholders to promote understanding and engagement.

Integration and Multidisciplinary Working

- Contribute to the implementation of the CEHOP framework and the integration of programmed interventions into everyday campus care practice.
- Work collaboratively with multidisciplinary colleagues and external providers to support young people's engagement, reinforce learning and promote consistent approaches across the Campus.
- Communicate relevant information regarding participation, progress and concerns, and contribute to case reviews and planning meetings as required.

Recording, Monitoring and Evaluation

- Maintain accurate and timely records of assessments, attendance, participation, progress and outcomes on the Campus case management system, completing programme documentation and reports as required.
- Monitor and evaluate progress against programme objectives, contribute to quality assurance and programme development, and ensure compliance with relevant legislation, policies, procedures, confidentiality requirements and professional standards.

Teamwork and Professional Development

- Contribute to the planning, coordination and ongoing development of the Campus programmes portfolio, working collaboratively with the Programmes Team to support effective and consistent delivery.
- Participate in relevant training, supervision, reflective practice and team meetings, and contribute to staff awareness sessions on programmed interventions where required.

- Undertake other duties appropriate to the grade and role, as assigned by the Programmes Manager or designated manager.

Confidentiality

In the course of employment, the successful candidate will have access to, or hear information concerning the medical or personal affairs of young people and/or staff, or other service business. Such records and information are strictly confidential and, unless acting on the instructions of an authorised officer, on no account must information concerning staff, young people or other service business be divulged or discussed except in the performance of normal duty. In addition, physical and electronic records must never be treated in such a manner that unauthorised persons can obtain access to them and must be left in safe custody when no longer required.

Professional Knowledge & Experience

Candidates must be able to demonstrate clearly at interview that they possess the full range of competencies as set out below.

Competencies

Relevant Specialist Knowledge, Expertise and Self-Development

Demonstrates:

Knowledge and understanding of evidence-based interventions, behaviour-change approaches and the principles underpinning offending behaviour programmes.

- Understanding of programme integrity and the importance of maintaining programme content, structure and intended outcomes.
- Understanding of the principles of assessment, motivation and engagement in structured interventions.
- Knowledge of relevant legislation, policies, procedures, safeguarding requirements and professional standards applicable to the role.
- Commitment to ongoing professional development, reflective practice, supervision and the development of skills relevant to programme delivery.
- Ability to maintain accurate, objective and professional records.

Communication and Interpersonal Skills

Demonstrates:

- Strong verbal and written communication skills, including the ability to facilitate structured group discussions and prepare clear, accurate reports.
- Ability to build purposeful professional relationships with young people while maintaining appropriate boundaries.
- Confidence in challenging attitudes and behaviours constructively, managing resistance and addressing challenging group dynamics.
- Ability to adapt communication and facilitation approaches to meet the needs, abilities and levels of engagement of individual young people.

- Ability to communicate effectively and professionally with colleagues, external agencies and other stakeholders.

Teamwork and Collaborative Working

Demonstrates:

- Ability to work effectively as part of the Programmes Team and contribute to the planning, coordination and delivery of interventions.
- Ability to work collaboratively with multidisciplinary colleagues to support the integration of programmed interventions into young people's wider care and development plans.
- Ability to share relevant information appropriately, contribute constructively to team discussions and respect the professional roles of others.
- Ability to work independently when required while recognising the importance of consultation, collaboration and seeking guidance where appropriate.
- Commitment to shared responsibility, consistency and effective working relationships across the Campus.

Commitment to a Quality Service

Demonstrates:

- Commitment to delivering safe, effective and evidence-based interventions that support positive behavioural change and reduce the risk of reoffending.
- Respect for young people, recognising their individual needs, circumstances, strengths and capacity for change.
- Ability to maintain professional boundaries, exercise sound judgement and respond appropriately to challenging behaviour.
- Commitment to confidentiality, safeguarding, ethical practice and maintaining high professional standards.
- Ability to reflect on practice, respond constructively to feedback and contribute to the continuous improvement of programmes and services.

Delivery of Results

Demonstrates:

- Ability to plan, organise and prioritise work effectively to ensure the timely preparation and delivery of interventions.
- Ability to engage and motivate young people, including those who may be reluctant to participate, and support meaningful engagement with programme objectives.
- Demonstrates accountability for their work, follows through on agreed actions and maintains accurate records of participations, progress and outcomes.
- Demonstrates initiative, flexibility and problem-solving skills while maintaining programme integrity and working within established procedures.
- Ability to monitor progress, evaluate outcomes, identify barriers to effective delivery and contribute to improvements in practice.
- Ability to balance independent decision-making with appropriate consultation, professional accountability and recognition of the limits of their role.

Eligibility Criteria Qualifications and/ or experience

Essential Qualifications

Applicants must, by the closing date for applications, hold:

- Full CORU Registered as a Social Care Worker

Essential Experience

Applicants must demonstrate:

- A minimum of three years' relevant professional experience working directly with young people and/or vulnerable adults presenting with challenging behaviour, complex needs, disengagement or other barriers to participation.

Desirable Experience

- Experience delivering offending behaviour programmes or other structured interventions designed to address risk factors associated with offending and reoffending.
- Experience working with young people involved in the youth justice system, residential care or other secure or highly structured settings.
- Knowledge of evidence-based approaches to behaviour change, motivational interviewing, cognitive behavioural approaches, pro-social skills development or desistance-focused practice. Substantial experience planning and facilitating structured group work, individual interventions, training or developmental programmes.
- Demonstrable experience of engaging individuals who may be reluctant, resistant or challenging, including the ability to motivate participation, manage group dynamics and address inappropriate attitudes and behaviour constructively.
- Experience supporting behavioural change through structured interventions, with an understanding of how attitudes, beliefs, decision-making and behaviour can contribute to harmful or offending behaviour.
- Experience maintaining accurate professional records, monitoring participation and progress, and contributing to reports or evaluations
- Experience working within a multidisciplinary team and integrating individual interventions with wider care planning and support.
- Experience contributing to programme development, implementation, quality assurance or evaluation

Other Requirements Specific to the Post

Application and Selection Process

How to apply

Applications must be made by submitting the following documents:

- A short cover letter outlining why you wish to be considered for the post and where you believe your skills, experience and values meet the requirements of the position.
- A comprehensive CV, which must include an outline of your education to date (including level on NFQ) and months of work experience to date.

In order to apply for the post of **Programmes Facilitator,** please forward the above requested information via email to recruitmentmail@oberstown.com before **25th November 2026 at 5pm.**

Selection Methods

Oberstown will run the selection process in accordance with best recruitment practices. The approach employed comprise of a series of assessments administered over a number of stages, which may include:

- Shortlisting of candidates on the basis of the information contained in their application.
- Competitive interview(s).
- Completion of an online questionnaire(s).

Shortlisting

The number of applications received for a position generally exceed that required to fill the position. While a candidate may meet the eligibility requirements of the competition, if the numbers applying for the position are such that it would not be practical to interview everyone, Oberstown Children Detention Campus may decide that a smaller number will be called to the next stage of the selection process. In this respect, the Oberstown Children Detention Campus provide for the employment of a shortlisting process to select a group who, based on an examination of the applications, appear to be the most suitable for the position. This is not to suggest that other candidates are necessarily unsuitable or incapable of undertaking the job, rather that there are some candidates, who based on their application, appear to be better qualified and/or have more relevant experience.

An expert board will examine the applications against agreed shortlisting criteria based on the requirements of the position. The shortlisting criteria may include both the essential and desirable criteria specified for the position. It is therefore in your own interest to provide a detailed and accurate account of your qualifications/ experience in your application.

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED – YOU WILL NOT RECEIVE AN EMAIL IF YOU HAVENT BEEN SHORTLISTED FOR INTERVIEW

Other important information

Oberstown will not be responsible for refunding any expenses incurred by candidates.

The admission of a person to a competition, or invitation to attend interview, or a successful result letter, is not to be taken as implying that Oberstown and/or employing authority is satisfied that such a person fulfils the requirements or is not disqualified by law from holding the position.

Prior to recommending any candidate for appointment to this position, Oberstown will make all such enquiries that are deemed necessary to determine the suitability of that candidate. Until all stages of the recruitment process have been fully completed a final determination cannot be made nor can it be deemed or inferred that such a determination has been made.

Should a person recommended for appointment decline, or having accepted it, relinquish it, Oberstown may at its discretion, select and recommend other persons for appointment on the results of this selection process. Candidates should make themselves available on the date(s) specified by Oberstown.

Confidentiality

Subject to the provisions of the Freedom of Information Acts 1997 and 2013, applications will be treated in strict confidence.

All enquiries, applications and all aspects of the proceedings are treated as strictly confidential and are not disclosed to anyone, outside those who are directly involved in the selection process.

Certain items of information, not specific to any individual, are extracted from computer records for general statistical purposes.

Deeming of candidature to be withdrawn

Candidates who do not attend for interview or other test when and where required by Oberstown, or who do not, when requested, furnish such evidence as Oberstown require in regard to any matter relevant to their candidature will have no further claim to consideration.

Candidates' Obligations

- A third party must not impersonate a candidate at any stage of the process. Any person who contravenes the above provisions or who assists another person in contravening the above provisions is guilty of an offence. A person who is found guilty of an offence is liable to a fine and /or imprisonment.

In addition, where a person found guilty of an offence was or is a candidate at a recruitment process, then:

- Where s/he has not been appointed to a post, s/he will be disqualified as a candidate; and
- Where s/he has been appointed subsequently to the recruitment process in question, s/he shall forfeit that appointment.

Health

A candidate must be fully competent and capable of undertaking the duties attached to the position and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service, which will include sporting and leisure activities as well as an ability to be fully involved in physical restraints where necessary (training will be provided).

Character

Each candidate must be of good character.

Age

Candidates should be aware that a maximum recruitment age will apply to this competition. Candidates must not yet be 67 years of age on the closing date and time for the competition.

Citizenship

Candidates should note that eligibility to compete for posts is confined to citizens of the European Economic Area (EEA) or to non-EEA nationals with a valid work permit. The EEA consists of the Member States of the European Union along with Iceland, Liechtenstein and Norway. Swiss citizens under EU agreements may also apply.

Salary

Candidates should note that entry will be at the minimum of the scale and will not be subject to negotiation. The rate of total remuneration may be adjusted from time to time in line with Government pay policy as applying to public servants generally.

Subject to satisfactory performance, increments may be awarded in line with current Government policy.