



Role Description: Youth Engagement Volunteer

Hours:	2-3 hrs weekly/fortnightly (evenings)
Supported By:	Operations Department Youth Work Team
Term:	12-month minimum ask
Starting Date:	September 2024
Application Deadline:	Thursday, 1 August 2024.

Overview

Belong To's vision is for an Ireland where lesbian, gay, bisexual, transgender, and queer (LGBTQ+) young people are equal, safe, and valued in the diversity of their identities and experiences. We work with LGBTQ+ young people as equals to achieve our vision through youth work, changing attitudes, and research.

Our core values are those of inclusion, integrity, and respect, in an environment of honesty and openness. Our purpose is to create a welcoming, supportive, safe and fun space for LGBTQ+ young people. We are committed to collaboration and youth participation. We believe in solidarity and intersectional equality, and our work focuses on human rights and social justice. We are dedicated to continuous improvement in everything we do.

The role of our Youth Engagement Volunteers is to assist and support Belong To's youth workers to engage young people in our weekly groups. These groups meet in the evenings, Monday to Thursday, in a Dublin city centre location. These groups are:

- **Over 18s Group** – meets on Mondays 6pm-8pm and is for LGBTQ+ young people aged 18-23.
- **Under 18s Group** – meets on Tuesdays 6pm-8pm and is for LGBTQ+ young people aged 14-17.
- **IndividualiTy Under 18s** – meets on Wednesdays 5.30pm-7pm and is for trans and non-binary young people aged 14-17.
- **IndividualiTy Over 18s** – meets on Wednesdays 7pm-8.30pm and is for trans and non-binary young people aged 18-23.
- **Ladybirds** – meets on Thursdays 6pm-8pm and is for lesbian, bi and trans gals and their non-binary pals aged 14-17.

We are ideally looking for volunteers who have had direct experience working or volunteering alongside young people in a group setting, and who are passionate about making a difference in the lives of LGBTQ+ young people.

Benefits of being a Youth Engagement Volunteer at Belong To

- Be part of an organisation that effects personal and social change for LGTBQ+ young people.
- Share and utilise your valuable skills and expertise, and learn new skills.
- Our youth groups are fun, engaging and supportive spaces for both young people and the staff and volunteers who work with them.
- Belong To's volunteers are part of the team and will be invited to many of our events throughout the year.
- As a part of the team, your voice will be heard and you will have opportunities to contribute to, and provide feedback on, Belong To's work and strategy.

The Role of a Youth Engagement Volunteer

Our Youth Engagement Volunteers are a core part of our weekly groups and Belong To's Youth Work Team. They:

- Support our youth workers in ensuring the groups operate smoothly and safely.
- Support young people directly to complete tasks and project work in our groups.
- Share their experience and skills with the young people in our groups.

- Help our youth workers to ensure best practice in safeguarding the young people in our service.
- Help make our groups relaxed and fun spaces for LGBTQ+ young people to be themselves.
- Help support the facilitation of our workshops and programmes, including planning, implementation and evaluation of activities.

Time Commitment

A minimum commitment of two hours every two weeks is required. Ideally, Youth Engagement Volunteers will be available to attend weekly at one of our youth groups above.

Youth Engagement Volunteers may also be asked to volunteer at other events and activities with young people throughout the year if they are available. For example, a number of our Youth Engagement Volunteers support our participation with young people in Dublin Pride each year, and we run programmes during school breaks which we would hope some volunteers could support.

In addition, Belong To will hold one meeting each quarter for volunteers, usually on a Friday evening or Saturday morning. These meetings are held so that volunteers can be updated on developments at Belong To, receive training, share learnings and experiences with each other, and provide feedback to Belong To staff.

Experience and Person Specification

The ideal candidate will:

- Have previous experience of working with young people in a group setting.
- Enjoy interacting and engaging with young people.
- Have an ability and desire to build positive and supportive professional relationships with young people.
- Be reliable and volunteer consistently with the group and wider team of staff and volunteers.
- Be 25 or over.
- Be passionate about supporting Belong To's vision, mission and values.
- Be friendly and approachable.
- Have experience being part of a team.

- Be able to demonstrate sensitivity and understanding of young peoples' perspectives.

Process for Recruiting Youth Engagement Volunteers

1. All submitted applications will be assessed for suitability for the role of Youth Engagement Volunteer in a fair and consistent manner.
2. Where a large number of applications are received, we may conduct phone screening interviews to help with shortlisting for interview.
3. Those shortlisted will be invited for interview in person in a Dublin city centre location.
4. For those who proceed past the interview stage, Belong To will then conduct reference checks.
5. Following successful reference checks, we will then conduct Garda Vetting and ID Checks.
6. Once completed, all new Youth Engagement Volunteers will participate in our Induction Process. Some of the induction process may take place online, but attendance in person at an induction day on Saturday 7 September in a Dublin city centre location will be required.

Other Information

Eligibility

Individuals who are under the age of 25 and/or have been engaged in Belong To's youth groups as a service user in the past 48 months are not eligible to become Youth Engagement Volunteers.

The Protection & Safeguarding of Children and Vulnerable Adults

Belong To LGBTQ+ Youth Ireland has adopted a policy to protect and safeguard the welfare of service users. All volunteers will be required to follow this policy at all times and any offer of a volunteer role may be contingent on Garda Vetting and Reference Checks. A copy of the organisation's [Safeguarding and Child Protection Policy and Vetting Policy](#) is available for review on our website.

Confidentiality

Due to the nature of this work the post holder will often be party to highly confidential and very personal matters – they must therefore be committed and able to maintain the very highest standards of confidentiality at all times.

Health Checks

Volunteers may be required to complete a medical check and be certified as fit to perform the duties of the role at the discretion of Belong To. The cost of any medical checks will be borne by Belong To.

Belong To LGBTQ+ Youth Ireland is an Equal Opportunities Employer

We are committed to an inclusive and diverse organisation. We do not discriminate based on race, ethnicity, colour, class, ancestry, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, anti-body status, marital status, family status, religious belief, membership of the Roma or Travelling community or any other legally protected status.

Data Protection and Privacy

The General Data Protection Regulation (GDPR) came into force on the 25th of May 2019, replacing the existing data protection framework under the EU Data Protection Directive. When you submit an application for a role with Belong To LGBTQ+ Youth Ireland we create a number of both paper and digital records in your name. Information submitted with a job application is used in processing your application. Where the services of a third party are used in processing your application, it may be required to provide them with information, however all necessary precautions will be taken to ensure the security of your data. To make a request to access your personal data please submit a request by email to privacy@belongto.org ensuring that you describe the records you seek in the greatest possible detail to enable us to identify the relevant record(s). Information in relation to a candidate's personal data held by Belong To LGBTQ+ Youth Ireland are set out in our [data protection policy](#).

Shortlisting

The number of applications received for a position generally exceeds 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, Belong To LGBTQ+ Youth Ireland may decide that a smaller number will be called to the next stage of the selection process.

In this respect, Belong To provides for the employment of a shortlisting process to select a group who, based on an examination of the application forms, 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 role, rather that there are some candidates who, based on their application, appear to be better qualified and/or have more relevant experience. An expert panel will examine the application forms 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.

As part of the shortlisting process, candidates may be selected to take part in a phone screening interview. An invitation to take part in a phone screening interview will be at the discretion of the Expert Panel and does not guarantee a face-to-face interview.

Submitting an Application

Please submit a completed application form in advance of the **deadline for applications of Thursday, 1 August 2024.**

Applications should be submitted by email to: info@belongto.org. Please include **"Youth Engagement Volunteer"** in the subject line of the email.

We will inform candidates who have been successfully shortlisted. We regret that it is not possible to provide individualised feedback to applicants who have not been shortlisted for interview and we kindly request that you do not call or email seeking feedback. Feedback is available for candidates called to interview.

Interviews are provisionally scheduled to occur on 13th and 14th August in the evening at Belong To's offices. If you are unable to attend for interview on these dates, please state so clearly on your application form.

Candidates should note that canvassing will disqualify.