



Job Description Youth Worker

Service:	Young Somerset
Job Title:	<i>Youth Worker</i>
Reports To:	<i>Team Leader</i>
Location:	<i>Based at Young Somerset offices and Youth work delivery sites, if assigned. The post will include work across Somerset.</i>
Main Purpose of Post: <i>Briefly – what is the job there for and why is it being done?</i>	
To work as part of a Youth Work Team to: 1. Directly engage with individuals and groups of young people (aged 8-18 or up to 25 for those with SEND) in identified provision, to promote and support their engagement in positive activities and development opportunities. 2. To work closely with key partners such as Educational Establishments, Children's Social Care, the NHS and CAMHs, Somerset Council SEND, the Police and Youth Justice Teams (and other funders as required) on direct delivery of youth work, using youth work methodology to improve outcomes, opportunities and progression for young people. 3. In partnership with other parts of Young Somerset, support the planning, delivery, reporting and evaluation of identified youth and community provision. 4. To carry out this work in a way which involves young people and meets their identified needs.	
Main Responsibilities and Duties: <i>What needs to be done? – Describe the main responsibilities and duties required of the job. This should include responsibilities for the support or management of clients, employees, budgets, processes, and equipment.</i>	

To enable, support and deliver educative and empowering youth work opportunities with young people in the 8-18 age range (or up to 25 where young people have SEND) using youth work methodologies e.g. centre-based, project, group, outreach/detached, school or 1:1 as appropriate.

To model quality practice in the planning, delivery and evaluation of youth work programmes and the identification of a curriculum designed to meet the interests and needs of young people. To provide evidence of the outcomes for young people and communities as required.

To work with colleagues in Young Somerset, partner agencies and local communities as required in order to maximise the opportunities available to young people – reporting to them as required.

To ensure that in all respects of direct service delivery, relevant policies and good practice are adhered to. These include safeguarding, recruitment and selection, health and safety, equality and diversity, finance, participation, and workforce/ staff development.

To ensure and support community and voluntary services to deliver safe youth provision through modelling best practice.

To ensure information and data collection requirements are met, required records of work maintained, and administrative and financial reports are made and submitted within required timescales, including report writing.

To have responsibility for the efficient and effective deployment of identified resources as agreed with Line Manager.

To be an effective member of the Youth Work team and make a contribution to Young Somerset's development and delivery. To establish supportive and effective working relationships with colleagues as required.

The post holder may be required to undertake additional duties commensurate with the level of this post.

SUPPORTING PROCESSES

Problem Solving and Creativity: *Give examples of the problem solving and creativity involved in the job. This should include resolving issues over interruptions to work deadlines, priorities and changing demands. How often do these issues occur?*

The postholder must be able to demonstrate commitment and enthusiasm towards Young Somerset's four core values: Putting Young People First, Inspiring, Collaborating, Going Further.

Enhanced DBS clearance is required as the post holder will be working with children and young people. This post is exempt from the Rehabilitation of Offenders Acts.

The post holder will be required to maintain a suitable, confidential space to work some hours from home.

The work requires moderate physical effort. The postholder will be required to pack and transport resources and to support young people in a range of indoor and outdoor environments, which may include some lifting and carrying.

The post holder will work at a variety of community locations, which may include Youth Centres, schools, residential provision and health venues including hospitals.

The salary band for this role is £27,750 for 37 hours per week.

The post holder will be required to work flexibly, out-of-hours, which may include some evenings and weekends.

Holiday entitlement is 27 days, plus 8 Bank Holidays (pro rata for part time staff), with an additional 5 days after 5 years service.

Additional Information

The post-holder provides advisory and practical support to other staff and volunteers within the Targeted Youth Service at Young Somerset, as well as staff from partner organisations in the voluntary and community sector. He/she is required to act on their own initiative and exercise discretion and judgement in adhering to policies and procedures. Policies and procedures should be interpreted in a way which is understandable to supported staff. The post-holder has delegated powers in this regard and in relation to operational aspects of delivery in units/projects and also the identification of programmes/curriculum in response to young people's needs.

Required to make informed and appropriate decisions about the use of resources and dedicated budgets.

The post requires the ability to form and maximise appropriate partnerships for the benefit of young people.

Qualifications

Essential

- 5 grade C GCSEs or above (or equivalent), including Maths & English
- JNC Level 3 in Youth & Community work or equivalent qualification and experience
- Clean Driving license

Desirable

- Other qualifications relevant to youth work/youth services delivery
- Qualification in a specialist curriculum area, e.g. outdoor education; arts; health, etc.
- Level 2 Safeguarding
- Current First Aid certification
- Current Food Hygiene certification

Experience

Essential

- Face to face youth work with young people aged 8 – 18 years (or 25 for those who have SEND) preferably in a variety of community settings
- Work with young people with emotional health needs
- Family liaison whilst supporting young people with complex needs
- Following safeguarding protocols and managing crisis situations
- Multi-agency / partnership engagement aimed at identifying and meeting young people's needs
- Working as part of a team
- Creative response to young people's needs
- Delivering advice & information services to young people
- Knowledge of Microsoft applications and willingness to undertake training relevant to the role

Desirable

Working for a charity

Required Competencies

Please read this section alongside the Young Somerset Competency Framework. This role requires the competencies at the following levels:

1. Leading and Deciding	
1.1 Deciding and initiating action	Essential
1.2 Leading and supervising staff	Desirable
2. Supporting and Co-operating	
2.1 Working with people	Essential
2.2 Adhering to principles and values	Essential
3. Interacting and Presenting	
3.1 Relating and networking	Essential
3.2 Persuading and influencing	Desirable
3.3 Presenting and communicating	Essential
4. Analysing and Interpreting	
4.1 Writing and reporting	Essential
4.2 Applying expertise and technology	Desirable
4.3 Analysing Components	Desirable
5. Creating and Conceptualising	
5.1 Learning and researching	Essential
5.2 Creating and innovating	Desirable
5.3 Formulating strategies and concepts	Essential
6. Organising and Executing	
6.1 Planning and organising	Essential
6.2 Developing results and meeting customer expectations	Essential
6.3 Following instructions and procedures	Essential
7. Adapting and Coping	
7.1 Adapting and responding to change	Essential
7.2 Coping with pressures and setbacks	Essential
8. Enterprising and Performing	
8.1 Achieving personal work goals and objectives	Essential
8.2 Entrepreneurial and commercial thinking	Desirable