# JOB DESCRIPTION

## Job title: Youth Worker

**Responsible to:** Senior Youth Worker / Coordinator

**Pay scale:** NJC Scale 5 (starting salary £27,803)

### Summary of terms and conditions

* 35 hours per week
* 30 days annual leave plus 11 public holidays
* Based at Newstart Education Centre with outreach work across various communities and locations.
* Role entails evening and weekend work, where necessary.

**Please note this post is funded via the Peace Plus Programme until 31st December 2027. Continuation of employment beyond this date is subject to funding.**

**Purpose of Job:**

To be responsible for the development and delivery of STRIVE programme at Newstart Education Centre.

**MAIN DUTIES:**

**Programme**

1. To work closely with the STRIVE team (at Newstart Education Centre and across the broader STRIVE programme), young people, Expert by Experience volunteers, and local community to recruit young people for the programme in line with the STRIVE recruitment plan.
2. To work intensively with groups of young people to implement STRIVE within Newstart Education Centre in line with the STRIVE development plans.
3. To work collaboratively with the Programme Manager, Senior Youth Workers, and staff teams across the programme to ensure a standardisation approach and quality of practice.
4. To be responsible for the delivery and/or oversight of programme content to cohorts of young people.
5. To work intensively with young people involved in STRIVE to initiate, develop, and complete individualised personal records including action plans and transition plans to encourage positive changes for participants.
6. To act as a mentor to a caseload of young people involved in STRIVE and to input into their personal record and action plan.
7. To deliver sessions and workshops to groups of young people including good relations, citizenship, personal development, ‘soft’ vocational and employment, leadership in line with the programme plans developed by the EBEs and young people.
8. To seek out and provide opportunities for community projects and volunteering opportunities for young people in partnership with young people and local providers.
9. To liaise with key agencies and stakeholders to build a network of support and pathways of progression for young people on the programme.
10. To explore innovative ways of working in line with your organisation’s expertise and share best practice across the partnership.
11. To monitor and evaluate the project to ensure that the services offered meet the needs of young people.
12. To ensure that all work is underpinned by youth work values and that the young people are at the core of decisions that affect their lives.
13. To engage with and support the communications strategy for the programme.
14. To be responsible for maintaining accurate records in line with organisational policy.
15. To ensure that all young people’s records are supplied to the Programme Manager in a timely manner.
16. To ensure that all necessary information is recorded and stored appropriately with respect to confidentiality.

**General**

1. To work as a member of the STRIVE team and to engage in activities which promote and develop the programme, and your organisation.
2. To uphold the principles of the Peace Plus Investment area 3.2 Youth Programme.
3. Adherence to core principles of National Quality Standards Framework for Youth Work (IRL) and/or Youth Work National Occupational Standards (UK).
4. To attend relevant training courses and localised meetings as required.
5. To liaise with other relevant organisations to ensure breadth of opportunity for the young people on the programme.
6. To carry out such duties as may reasonably be required of the post holder.

# PERSON SPECIFICATION

# ESSENTIAL

**Experience**

* 3 years’ proven experience working successfully with vulnerable, marginalised, and at-risk young people aged 14-24 to engage them in a range of activities and programmes relevant to their needs (and to sustain their engagement).
* A minimum 1 years’ experience in the design and delivery of facilitation and group work engaging young people.
* A minimum 1 years’ experience of working collaboratively with other youth organisations to address the needs of vulnerable, marginalised, and at-risk young people.

**Qualifications**

* A relevant 3rd level qualification such as youth/community work, psychology, social work, restorative practice etc.

**Knowledge, Skills & Abilities**

* Proven ability to effectively engage vulnerable and marginalised young people in a range of activities and programmes relevant to their need.
* Excellent written and oral communications skills
* An excellent understanding of issues affecting disadvantaged and vulnerable young people.
* Proven ability to develop programmes/interventions to assist young people to overcome personal barriers.
* Proven practice across a range of key areas including:
* Assessing young people’s personal development needs
* Goal setting and development of individual support plans in partnership with young people and relevant stakeholders to meet young people’s needs.
* One to one mentoring vulnerable, marginalised, and at-risk young people.
* Development and facilitation of group work across a range of themes including peacebuilding, good relations, diversity, and equality.
* Advocating with and on behalf of young people
* Amplifying the voice of young people
* Developing and delivering a range of programmes and activities that support young people to build ‘soft’ vocational and employment related skills (such as interview skills, CV writing, work related behaviour etc).
* Ability to effectively network with relevant stakeholders and build strong relationships designed to address the needs of young people.
* Ability to manage own time effectively.
* Ability to manage change effectively.

**Values**

* Proven commitment to user involvement in the planning and delivery of services
* Strong commitment to working effectively as part of a team.
* Strong commitment to organisational values, principles and the rights of children and young people.
* Strong commitment to training and development in line with the post.

**Circumstances**

* Hold a current driving license and have access to a vehicle. This criterion may be waivered if a disability prohibits driving. In this case, applicants will need to demonstrate how they meet the mobility requirement of the post.
* An ability to travel independently throughout NI, ROI. UK or further afield
* Able to work weekends and evenings, when required.

**DESIRABLE**

* 1 years’ experience of successfully engaging vulnerable, marginalised, and at-risk young people across a range of adventure learning activities to help address a range of needs.
* A minimum level 3 qualification related directly to adventure learning.
* Experience of developing and delivering youth leadership programmes