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**PEACE BYTES PROJECT**

**JOB DESCRIPTION**

**JOB TITLE: Youth Worker (Good Relations)**

**RESPONSIBLE TO: Youth Work Co-ordinator**

**LOCATION: North West**

**DURATION: Oct 2017 – Dec 2021**

**TO BE RECRUITED: Yes**

**GRADE: NJC Scale 6**

**SALARY SCALE**: **Scale 6 Spinal Point 26-28**

**BASIC STARTING SALARY: £23,398**

**EMPLOYER COSTS (NATIONAL INSURANCE & PENSION): £2,360.78**

**OTHER ELIGIBLE STAFF COSTS (REDUNDANCY): £2,064.36**

**PROPORTION OF TIME ON PROJECT: 100%**

**PURPOSE OF JOB**

To facilitate 14-24 year olds from marginalised backgrounds to complete a 30-week youth work engagement and peer leadership development programme on good relations, personal development and citizenship and support them to develop confidence and skills in leading good relations youth projects.

**KEY TASKS**

1. To facilitate the delivery of 32 cohorts of young people on a 30-week experiential learning programme.
2. To recruit young people to meet the recruitment targets for the intake of each cohort (including target Catholic/Protestant/Other ratios).
3. To deliver 4 weeks of engagement, teambuilding and communication skills (including online) activities with each cohort.
4. To facilitate ongoing consultation with young people regarding the most effective engagement activities.
5. To prepare participants to progress from single identity to cross-community and cross-border contact, friendships and co-operation.
6. To deliver 16 weeks at 6-sessions per week (96 sessions, 20 hours per week) per cohort of educational, developmental learning and mentoring support underpinned by the themes of good relations, personal development and citizenship in a safe and stimulating environment.
7. To lead the facilitation of good relations courses (including OCN NI L1 Award in Diversity and Good Relations and other courses (e.g. Conflict Resolution) for each cohort.
8. To liaise with TIDES on good relations issues and co-facilitate the delivery of good relations courses for community organisations with the TIDES Trainer.
9. To facilitate personal development group work and OCN courses.
10. To organise a programme of cross community/border exchanges, field trips and activities.
11. To ensure that all participants in every cohort access mentoring on a personal development plan by the Youth Mentor.
12. To facilitate online project sessions.
13. To recruit, train and support participants to join the Youth Steering Group.
14. To support participants to develop and implement local social action projects
15. To provide 10 weeks’ transition support per cohort to allow young people to deliver planned social action projects and to progress into leading local good relations projects.
16. To recruit, induct, support and supervise Youth Apprentices.
17. To develop links and relationships with schools/colleges, community groups, other youth organisations and potential employers for supporting young people’s progression.
18. To gather monitoring and evaluation data from each cohort.

The duties of the post may vary from time to time without changing the general character of the duties or the level of responsibilities entailed.

**HOURS OF WORK**

The applicant will be flexible in their working hours and may be required to work evenings and weekends. The post holder will be required to work day, evening and night-time sessions at approx. 37.5 hours per week. This is subject to change depending on need.

**EMPLOYMENT TERMS/CONDITIONS**

The employee will undergo a six-month probationary period appraisal carried out by the Director.

# HOLIDAYS

25 days annual holidays and 12 statutory days, to apply during any 52-week period of employment. Fixed term periods apply. Holidays will be taken by arrangement with the Director.

**ESSENTIAL CRITERIA**

* A Degree in Youth Work/equivalent or able to demonstrate a minimum of 5 years’ experience working with disengaged young people.
* ICT Qualification: L2 QCF Diploma or equivalent *(being GCSE Grade A-C).*
* Excellent written and oral communication skills and presentation skills.
* A minimum of two years’ full time (or 4 years 16+ hours part time) professional experience of working with socially excluded young people in a youth work environment.
* Experience in the delivery of youth initiatives focussing on good relations, citizenship and personal development.
* Experience in the delivery of good relations group work, workshops and courses.
* Experience of working in partnerships within the community & voluntary sector.
* Personal commitment to addressing the needs of the most socially excluded young people and those who are not in education, training or employment.
* Excellent finance and administration skills including budgeting, financial control and report writing.
* Demonstrable strong commitment to youth work and good relations values and principles.
* Current, clean, driving licence with access to own vehicle (this can be waived in the case of an applicant whose disability prohibits driving, but who is able to organise suitable alternative arrangements which enable them to meet the duties of the post.)

**DESIRABLE CRITERIA**

* Experience of using creative ICT in a youth work setting.