

# ***EMPOWER 2 TRANSFORM***

***NORTH DOWN YOUTH WORKER APPLICATION PACK***



**ymca**  
**ireland**



# YMCA IRELAND VISION, MISSION & VALUES



## OUR VISION

**"Our vision is a world where young people, their families and communities flourish in body, mind and spirit."**

## OUR MISSION

**As a faith-based, all-island organisation, our mission is:**

*To create inclusive communities where everyone feels welcomed, accepted and inspired by social justice and peace for all.*

*To provide life-enriching opportunities for young people, their families and communities.*

## OUR VALUES



### Welcome

*We believe that every YMCA should be a place of welcome*



### Opportunity

*We place that every YMCA should be a place of opportunity*



### Wellbeing

*We believe that every YMCA should be a place of wellbeing*



### Justice

*Creating inclusive communities where everyone feels welcomed, accepted and inspired by social justice and peace for all*



# ABOUT EMPOWER 2 TRANSFORM

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Empower 2 Transform (E2T) is an exciting programme which is being delivered by some of our region's leading Youth providers including YMCA Ireland, Youth Link: NI, Youth Initiatives and Mencap in Northern Ireland.

Funded by PEACEPLUS through the Special EU Programmes Body, we endeavour to Empower young people to take Transformative steps in developing their confidence, skills and potential, form positive relationships with others of different backgrounds, and positively contribute to building a cohesive society.

The project is partnering with organisations, rooted in local communities right across Northern Ireland and the Border Counties all of whom have an extensive and rich history in the delivery of programmes which make a positive difference in the lives of young people, their families and their communities.

We currently have a team of people from right across the region who are using their skills, their experience and their passion to Empower Young People to Transform.

In addition to the above content, some young people will be given the opportunity to become Programme Ambassadors and/or participate in the Youth Voice & International Travel elements.

## THE PROGRAMME'S 5 PILLARS

- ✔ Good Relations
- ✔ Personal Development
- ✔ Citizenship
- ✔ Employability
- ✔ Personal Progression

A project supported by the PEACEPLUS Programme, managed by the Special EU Programmes Body (SEUPB)

## PROGRAMME CONTENT

- ✔ Outreach & Recruitment
- ✔ Social & Outdoor Education
- ✔ Youth Spaces & Residentials
- ✔ Training & Development
- ✔ Social Action Projects
- ✔ Leadership & Volunteering



**EMPOWER 2  
TRANSFORM**



**PEACEPLUS**  
Northern Ireland - Ireland

Co-funded by the



European Union



UK Government

# JOB SUMMARY

**POST TITLE**

Empower 2 Transform (E2T) Youth Worker.

**RESPONSIBLE TO**

YMCA Association General Secretary.

**JOB PURPOSE**

To deliver a series of Youth & Training Programmes as part of the Empower 2 Transform project.

**SALARY**

£26,845 gross per annum, plus annual incremental rises, Benenden Health Care and employer pension contributions.

**HOURS**

35 hrs per week. Post will include evenings and weekends.

**CONTRACT**

Until Dec 2027 - subject to 6-month probationary review.

**LOCATION**

YMCA N. Down - 10-12 High Street, Bangor BT20 5AY

**COMPLETED FORMS**

Completed application forms should be emailed to [applications@ymca-ireland.net](mailto:applications@ymca-ireland.net) to arrive no later than 12 noon on Friday 22nd September 2024

# **PURPOSE & DUTIES**

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## **THE MAIN PURPOSE OF THE EMPOWER 2 TRANSFORM YOUTH WORKER ROLE IS:**

- To work within local YMCA Associations to deliver cohorts of youth projects as part of the PEACEPLUS Funded Empower 2 Transform Project.
- To facilitate projects (up to 9 months long, over 3-4 days per week with a total engagement of over 250 hours per young person) which will enhance opportunities for young people aged 14-25, in Good Relations, Personal Development, Employability, Citizenship, and Positive Progression.

## **THE DUTIES OF THE ROLE INCLUDE :**

- Working to reach those least likely to engage, but most in need of intervention, through street activity, outreach, and engagement with schools, community and statutory partners seeking to engage those who are most likely in need of increased support, facing barriers to inclusion, likely to disengage from education or employment or becoming influenced by negative elements within society.
- Creating Safe Spaces and community environments among participants, staff and volunteers where informal education happens through creative games, activities, new relationships formed, promoting personal development and good relations. Informal learning through creative activities such as sports, creative arts, residential and outdoor learning will be used as tools of engagement and support meaningful participation.
- Delivery of training for each cohort with a strong emphasis on OCN-accredited training and Essential Skills. Courses that will be delivered will include OCNs in Good Relations, Personal Success & Wellbeing and Youth Leadership.
- Enabling young people to contribute to their community through youth-led social actions and citizenship sessions, recognising the assets they have to offer, and developing platforms where those assets can be displayed, enhanced and appreciated.





# PURPOSE & DUTIES CONT.

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- Young People provided with opportunities through the various partnerships to engage in youth leadership at an appropriate level through assisting with project design and delivery, facilitation of good relations sessions to small groups and mentoring, resulting in dissemination of learning and multiplication of impact. Preparation, delivery and reflection of these sessions will develop soft skills to enhance employability and hours recorded with the local volunteer centre.
- Contribute to the design and delivery of regional events which will celebrate the achievements, promote the work of PEACEPLUS, showcase the 17 different annual projects, and present certificates of accreditation.
- Support Young people engaged in the project to develop personal progression plans with ongoing self-reflection. Before exiting the cohort, these will be updated with an onward progression plan, provide post project follow up and encourage young people to engage in other youth project opportunities.
- Contribute to the successful delivery of regional aspects of the overall project, including Youth Voice, Project Ambassadors and International Travel.
- Maintain accurate records of the youth work project and effectively support the monitoring and evaluation processes.
- Work within organisational policy to maintain the financially effective and efficient use of project resources.
- Participate in staff team meetings and training opportunities as a team member in the local association and at a regional project level.
- Contribute to and be able to engage in a manner consistent with the vision, mission & values of the YMCA.

# PERSON SPECIFICATION

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## **CRITERIA FOR APPLICANTS**

Please note - It is essential that you fully describe in the application form how you meet the criteria sought. Please provide detailed information against each requirement, providing dates and ensuring that where requirements are time-bound (e.g. 1 year within the last 5 years) you provide details and dates that fully satisfy the requirement. It is not appropriate to simply list the various posts that you have held.

## **EXPERIENCE QUALIFICATIONS**

### **Essential:**

Candidates can demonstrate their experience by 1 of the 2 available options:

- Have completed, or working towards completion of a relevant degree\*, Youth Work, Community Work, Education, Social Work, or can demonstrate an equivalent qualification. and/or
- Have a minimum of 3 years relevant experience in leading projects in Youth and/or Community Work and an OCN Level 2 in Youth Work or equivalent.

### **Desirable:**

- Experience in tutoring / assessing candidates on OCNs in Personal Development, Youth Work & CRED accredited projects for young people at Levels 1 and 2.
- Experience in delivering youth projects in a Good Relations context.

\*Teacher Training, Social Studies, and Psychology are examples of degrees which may be considered relevant, however, this list is not exclusive.



# PERSON SPECIFICATION

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## **KNOWLEDGE**

### **Essential**

- Knowledge of project monitoring and recording processes and systems to measure project outputs and outcomes.
- Good working knowledge of common business software applications such as Microsoft Office.
- A clear understanding of current and emerging issues which are negatively impacting young people in today's society.

### **Desirable**

- A good understanding of Northern Ireland's political, religious and cultural diversity and methodologies to advance integration.

## **SKILLS & ABILITIES**

### **Essential**

- The confidence, and determination to deliver agreed targets and the ability to work effectively under pressure.
- The ability to engage with hard to reach young people, build strong and meaningful relationships and effect and measure positive change.
- Be motivated and enthusiastic, demonstrate an ability to motivate and lead people and be able to contribute to effective teamwork.

### **Desirable**

- The ability to be able to engage young people in a detached youth work setting.



# SCOPE & LIMITS

- The post holder is expected to work on their own initiative, identifying opportunities to promote and develop the work of the YMCA and develop relationships with local stakeholders.
- The post holder is accountable to and supervised by either the local YMCA General Secretary or Youth Work Manager.
- The post holder will attend meetings and events relevant to their role.

## **ACCESS NI DISCLOSURE INFORMATION**

YMCA Ireland is committed to safeguarding children, young people and adults and to ensuring equal opportunity for all applicants.

Any position that is defined as Regulated Activity under the Safeguarding Vulnerable Groups (NI) Order 2007, as amended by the Protection of Freedoms Act 2012 will be subject to a vetting procedure. This post is not open to anyone who is included on the Children's Barred List.

It also falls within the position of an 'excepted' position under The Rehabilitation of Offenders (Exceptions) Order (NI) 1979. This means that you must tell us about all offences and convictions, including those considered 'spent', which are not protected. If you leave anything out it may affect your application.

YMCA Ireland's policy on the Recruitment of Ex-Offenders is available on request. Our policy outlines YMCA Ireland's commitment to Equality of Opportunity and the procedures in place that explain why and how an Access NI Disclosure will be requested.

This information will be verified through an AccessNI Enhanced Disclosure Check (EDC) if you are considered to be the preferred candidate and are being offered the position. The EDC will tell us about your criminal record history (and, if the post is regulated activity, if your name has been included in a Barred List). It is to make sure that individuals who are considered a risk to children and young people are not appointed. The information received will be treated confidentially and will be assessed alongside normal selection criteria to determine suitability for the position.

YMCA Ireland has a policy on the Storage, Handling, Usage, Retention and Disposal of Disclosure information. This policy outlines the procedures in place for storing, handling and disposing of information. Full details of this policy are available on request.

Having a criminal record will not necessarily debar you from working with the YMCA. This will depend on the nature of the position, together with the circumstances and background of your offence/s or other information contained on a disclosure certificate.

Please find information about Access NI Code of Practice on the following link:

[Access NI Code of Practice October 2020](#)



**For more information please contact  
[andrew.mccreery@ymca-ireland.net](mailto:andrew.mccreery@ymca-ireland.net)**

**[www.ymca-ireland.net](http://www.ymca-ireland.net)**

