*This is a second round of recruitment if you applied within the first round there is no need to reapply your application will be held and assessed on completion of the latest recruitment schedule.*

**Lower Ormeau Residents Action Group**

**Background:** LORAG (Lower Ormeau Residents Action Group) is a needs led community development organisation, founded in 1987 to support the residents and community of the Lower Ormeau. LORAG have managed Shaftesbury Community and Recreation Centre, a council owned facility since 2000, successfully growing the services delivered from the centre from 20 hours per week to 94 hours, sustaining 26 jobs, serving the needs of the community.

LORAG has successfully undertook the redevelopment of the John Murray Lockhouse as a Healthy Living Hub, Community Garden, Shed, Boat Store and River access point, at a cost of £2.8 million. The project is currently under construction

Following closure of the purpose-built St John Vianney Youth Centre in October 2023, LORAG, in partnership with other key stakeholders is tasked with reopening and strengthening this facility for the delivery of area-based programmes, funded by the Education Authority.

Incoming staff will be employed under NJC (National Joint Council) for Local Governments Services terms and conditions however it is intended that youth staff will transition to JNA terms as the services becomes reestablished within youth services.

Initially the programme will consist of 6 x 3-hour sessions 4 of which will be delivered during evening periods reaching 35 children and young people aged 9 – 18 years.

The successful candidate will be tasked with growing the services to meet the needs of the area and will be assisted in this task by the wider LORAG teams.

Youth Support Worker Job Description

**Post:** Youth Support Worker

**Hours:** 20 Hours per week

**Salary:** NJC PP 7–11 £25,584 - £27,269 (Pro-rota) 3% pension

**Duration:** Post funded under EA area-based delivery.

**Location:** River Terrace, Belfast, BT7 2EN

**Responsible to:** Youth Worker II (Centre-Based)

**Responsible for:** Delivery of key aspects of the Centre’s programme and the implementation of organisational policies.

**Successful candidate will be required to undertake a 3-month initial probationary period**

**Job purpose**

Staff appointed will undertake key duties under the direction of the Youth Worker II in line with centre policies and procedures.

**Main duties and responsibilities**

1. To work directly with young people to develop their social education by providing programmes of activities, related to the ‘Model for Effective Practice’.
2. In consultation with the Youth Worker II ensure that Centre objectives are achieved through implementation, monitoring and evaluation of agreed work programmes.
3. Establish contact with, listen to, befriend, advise, support and act as an advocate for young people.
4. Engage where appropriate in outreach or detached youth work programmes.
5. Assist in the development of relationships with the wider community and external agencies.
6. Ensure the active participation of young people in youth work programmes.
7. Enable young people to work effectively in groups and assist them to express and realise their goals.
8. Challenge oppressive behaviour in young people.
9. Support young people in evaluating youth work activities and the impact of youth work on their development.
10. Encourage and participate in the residential and outdoor education elements of the programme.
11. Promote and develop inter-community activities.
12. Support young people in their understanding of risk and challenge and in taking action to address key issues in their lives.
13. Implement the Centre’s Child Protection Policy and work with young people to safeguard their welfare and the welfare of others.
14. Carry out administrative duties within the Centre, under the direction of the Youth Worker II.

**Other duties**

1. To carry out such duties, as may be assigned by your Line Manager, within the level of the post.

In accordance with Section 75 of the Northern Ireland Act (1998), the post-holder is

expected to promote good relations, equality of opportunity and pay due regard to equality

legislation at all times.

**Canvassing**

Canvassing staff or Board members involved in the recruitment process directly or indirectly will result in disqualification.

***Please note: the onus is on candidates to provide sufficient detailed information on their application forms in order to demonstrate how they meet each of the criteria outlined in the attached Person Specification. Failure to do so may result in a candidate not being shortlisted since Selection Panels cannot make assumptions in the absence of essential information.***

**Closing Date for application: Friday 24th January 2.00pm 2025**

Youth Support Worker Personnel Specification

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Interview/Application** |
| **Qualifications** | | |
| Either: A) EA endorsed, Youth Support Worker qualificationQualification; **OR**  B) OCN Level 2 Certificate in Youth Work Support **OR**  C) An equivalent youth work qualification | Essential | Application |
| **Experience** | | |
| Experience of delivering social education programmes and activities designed for young people | Essential | Application/ Interview |
| Experience of supporting young people to work effectively in groups and to express and realise their goals. | Essential | Application |
| Experience in a range of youth work settings e.g. street based youth work, centre based work, youth work within a community or voluntary group, residential or thematic group | Desirable | Application |
| **Knowledge & Skills** | | |
| Knowledge of Health and Safety requirements and safeguarding best practice and how these relate to young people and staff | Essential | Application/ Interview |
| Capable of facilitating developmental group work projects | Essential | Application/ Interview |
| Ability to design, plan and implement programmes of activities for young people based on evidence of need and the NI youth work curriculum. | Essential | Application/ Interview |
| Ability to build sustainable relationships with key stakeholders including young people and adults through effective interpersonal and communication skills | Essential | Application/ Interview |
| Knowledge and understanding of delivering youth work within an equal opportunities framework/ CRED principles | Essential | Application/ Interview |
| Knowledge of issues affecting young people particularly in relation to health and well being | Essential | Application |
| Knowledge of personal development processes | Essential | Application |
| Good planning and organisational skills and ICT skills | Essential | Application |
| Clean driving licence and access to a car/ transport | Desirable | Application |
| **Personal Qualities** | | |
| Strong commitment to young people | Essential | Application/ Interview |
| Team player, approachable, accepting of others | Essential | Application |
| Conscientious, flexible and reliable and able to work evenings and weekends | Essential | Application |
| Willing to participate in further training as necessary | Essential | Application |