**BALLYBEEN PEER EDUCATION PROJECT**

**YOUNG PEOPLE’S SUPPORT WORKER - JOB SPECIFICATION**

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** |
| **EDUCATION/**  **TRAINING/**  **QUALIFICATIONS** | 3rd level recognised professional qualification in Social Work, Youth and Community work or Counselling.  or  At least two years relevant experience in a similar role. | Training in Group Facilitation skills |
| **EXPERIENCE** | At least two years experience of working directly with young people.  Proven experience and knowledge of designing and delivering creative, needs led programmes and in evaluating these programmes effectively.  Experience of recruitment and engagement of young people onto programmes. | Experience of working with young people on a one-to-one basis.  Experience of working pro-actively on an interagency basis.  Experience of facilitating and delivering accredited training.  Experience of street based detached work.  Experience of managing and motivating volunteers. |
| **KNOWLEDGE** | Understanding and awareness of the issues affecting disadvantaged young people.  Knowledge and understanding of a range of health and social issues relevant to young people within disadvantaged communities.  Knowledge of Child Protection and Confidentiality Issues. | Knowledge of voluntary/community sector  Knowledge of health and safety issues  Knowledge of existing services, resources and agencies that can help further support the development of programmes in local communities. |
| **SKILLS/COMPTENCIES** | Proven excellent IT and communication skills to include:  verbal communication  active listening  engaging young people within a group  building rapport and trusting relationships with young people  proficient use of ICT software such as Microsoft Word, Access, Powerpoint and Excel.  Formal communication skills for presentations, report writing and funding applications.  Proven ability to forward plan, prioritise and manage time/workload. | Ability to develop relationships with a wide range of professional/charities and other stakeholders. |
| **ATTITUDE/PERSONALITY** | A commitment to the development of young people in the community  Non-judgemental attitude  Be able to establish good relationships and earn the trust of others  Ability to work both independently and as part of a team.  Have initiative and enthusiasm to set up and maintain projects and programmes  Able to contribute to the development of the PEP and take on a variety of duties in a flexible way |  |
| **CIRCUMSTANCES** | This role will include a minimum of three evenings per week therefore the flexibility to work unsocial hours is essential.  A full drivers license and access to a form of transport which will enable to the post holder to meet the requirements of the post in full. |  |

**YOUNG PEOPLES SUPPORT WORKER**

**PERSON SPECIFICATION**

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| **CRITERIA** | **ESSENTIAL/DESIRABLE** | **ASSESSED** |
| **EDUCATION/QUALIFICATION** | | |
| 3rd level recognised professional qualification in Social Work, Youth and Community work or Counselling.  or  At least two years relevant experience in a similar role. | E | CV/Covering Letter |
| **EXPERIENCE, KNOWLEDGE & SKILLS** | | |
| At least two years experience of working directly with young people. | E | CV/Covering Letter and interview |
| Proven experience and knowledge of designing and delivering creative, needs led programmes and in evaluating these programmes effectively. | E | CV/Covering Letter and interview |
| Experience of recruitment and engagement of young people onto programmes. | E | CV/Covering Letter and interview |
| Understanding and awareness of the issues affecting disadvantaged young people | E | CV/Covering Letter and interview |
| Knowledge and understanding of a range of health and social issues relevant to young people within disadvantaged communities. | E | CV/Covering Letter and interview |
| Knowledge of Child Protection and Confidentiality Issues. | E | CV/Covering Letter and interview |
| Proven excellent IT and communication skills to include:  verbal communication  active listening  engaging young people within a group  building rapport and trusting relationships with young people  proficient use of ICT software such as Microsoft Word, Access, Powerpoint and Excel. | E | CV/Covering Letter and interview |
| Formal communication skills for presentations, report writing and funding applications. | E | CV/Covering Letter and interview |
| Proven ability to forward plan, prioritise and manage time/workload. | E | CV/Covering Letter and interview |
| **OTHER** | | |
| This role will include a minimum of three evenings per week therefore the flexibility to work unsocial hours is essential. | E | CV/Covering Letter and interview |
| A full drivers license and access to a form of transport which will enable to the post holder to meet the requirements of the post in full. | E | CV/Covering Letter and interview |

**The organisation reserves the right to enhance the criteria for shortlisting**.