



An **OnSide** Youth Zone

ROLE PROFILE

Post: Youth Worker

Hours: various hours available starting from 3 hours / 1 session per week.

Hours are typically worked during evenings and weekends, with additional daytime hours often available during school holidays.

Salary: £12.60 per hour (equivalent to £24,570 FTE pro rata) – Real Living Wage

Location: Carlisle Youth Zone (CYZ)

Overall aim of position:

To plan and deliver high quality Youth Work sessions that support young people in their personal, social and educational development, ensuring all youth work interactions, projects and activities are fun, safe, inclusive and aspirational. Sessions will primarily be centre based at CYZ, using the strengths of our purpose built facility, but may include delivery via outreach and detached programmes.

Main Duties and Responsibilities of the Role

Focus on young people

- Establish positive and trusting relationships with individuals and groups of children and young people
- Work directly with children and young people to plan, lead and deliver fun, safe and purposeful sessions which are progressive and reflect the needs of young people
- Confidently manage and facilitate group work with children and young people
- Understand and empathise with the needs of young people and work with them to achieve their potential
- Actively listen to and promote the voice of children and young people to help improve and develop our youth work offer and contribute to wider community development
- Encourage and support attendance and participation in a range of activities, particularly by young people who may not previously have had opportunity to fully participate

Teamwork

- Establish positive working relationships with others
- Work alongside other team members to provide guidance and support to young leaders, students and volunteers
- Contribute to and shape team development and goal setting

- Establish positive working relationships with a range of relevant partner organisations and stakeholders

Planning and organising

- Contribute to session, termly and annual planning to ensure a meaningful and quality youth work programme is supported
- Follow all policies and procedures as required by the organisation including Safeguarding
- Complete monitoring and evaluation information as required, including encouraging feedback from young people taking part in activities

Communication

- Communicates in an open, professional and positive manner both with team members and our wider network of supporters and partners
- Promote cultural cohesion and inclusion and proactively challenge any prejudice and discrimination
- Seek guidance and support when necessary and ask questions to clarify understanding
- Record information clearly in accordance with procedures and systems

Continuous Improvement

- Attend regular training and development sessions and events where required
- Maintain knowledge of relevant national and local programmes, initiatives, policies and practices relevant to youth work
- Respond positively to change and embrace revised working methods and new learning
- Look for and suggests ways to improve current working practices, own and team performance

Person Specification

	Essential or Desirable
Experience	
Experience of supporting and working with groups of young people aged 7 – 18yrs (up to 25yrs with additional needs)	Essential
Experience of working with young people from diverse backgrounds and with varying needs	Essential
Experience working in a Youth Club setting or Detached or equivalent	Desirable
Experience in delivering / facilitating a diverse programme of activities, projects and /or opportunities (for example (but not limited to) sports, arts, dance, drama, social action, enterprise, youth voice)	Essential
Experience of working with young people with additional needs and disabilities	Desirable

Qualifications	
Level 2 Youth Work Qualification or above	Desirable
Additional relevant qualifications or training (e.g. team games, safeguarding, gym instructor, food hygiene)	Desirable
Skills	
Able to work as part of a team and under own initiative	Essential
Able to plan and evaluate programs of activity including production of session plans and evaluations	Essential
Able to communicate effectively with young people, parents, team members and members of the public	Essential
Flexibility and adaptability to deliver work within a framework that promotes inclusion	Essential
Ability to engage and build positive relationships with young people including those currently not engaged and who may need extra time and care to build trust	Essential
Ability to coach, encourage, motivate and provide reliable support to children and young people	Essential
Knowledge	
A passion for and understanding of youth work	Essential
An understanding of the issues affecting young people's lives and knowledge of their needs	Essential
Knowledge of health and safety, diversity awareness and safeguarding (supported by ongoing training and development)	Essential
Other Requirements	
A willingness to work evening and weekend hours	Essential
The ability and willingness to travel to events in the region and beyond	Desirable

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable groups. This post requires us to complete an Enhanced DBS check with a Children's Barred List check.