



EMPLOYEE SPECIFICATION - JOB TITLE: Qualified Youth Worker

ESSENTIAL (Must have)

DESIRABLE (Should have)

Knowledge & Experience

A **passion for the difference great youth work can make** to the lives of young people, helping them to overcome barriers and make the most of their skills, whilst developing and raising their aspirations.

Ability to **build and maintain strong professional relationships with young people and relevant agencies.**

Understanding of **the importance of Impact Measurement** and the need to develop our evidence base to show the difference that great youth work makes
Experience of maintaining good records and entering onto a database (we use the Views platform currently).

Enthusiastic, creative & energetic –Will you be positive in difficult circumstances and be able to motivate others to do the same? Are you creative and able to think on your feet to adapt a session to meet the changing needs of the group?

Either possession of a **Youth Work degree level qualification** with experience in youth work settings for at least 3-5 years post qualifying **or an equivalent qualification** from teaching/college, social work, youth offending background with a wealth of varied experience in youth work settings without the qualification may be considered.

(In exceptional circumstances we may accept applicants without any of the above qualifications but with 10+years of experience in a youth work setting, high-quality evidence of outcomes achieved for and by young people and a desire to develop their own youth work practice– this will need to be clearly evidenced through the application process.)

Understanding and awareness of the importance of **Health and safety** - including Risk assessments.

Financial planning – ability to work within agreed budgets and maintain good records for financial accounting purposes.

Willingness to learn –We value workforce development and have an expectation for all staff to attend training and continuous professional development.

Experience of working in a **challenging area** with young

Knowledge & Experience

Previous **experience of delivering** any of the following:

- Youth Work with Girls & Young Women
- Youth club delivery
- Delivering targeted youth work programmes in schools/ education settings

Staff/ volunteer supervision – help us to inspire the next generation of staff. Experience to provide positive supervision to both young volunteers and junior staff.

Understanding of the South Bristol area and some of the challenges facing young people growing up in the area

Experience of **using digital technologies and social media** to promote delivery and maintain contact with young people and partners.



<p>people for 2 years as a minimum.</p> <p>Planning & delivery – experience of putting together and delivering high quality activity programmes for young people that help them to develop personally and learn life skills.</p> <p>Experience and understanding of Safeguarding best practice and child protection issues.</p>	
<p><u>Abilities & Aptitudes</u></p> <p>Not wanting a 9-5 job - understanding that young people have most time on their hands in the evenings, on weekends and during holidays so that is when the majority of our programmes will operate.</p> <p>Team work - Demonstrate the enthusiasm, initiative and self-motivation to work effectively within a busy team and to work independently.</p> <p>A commitment to, and thorough understanding of, equality issues</p>	<p><u>Abilities & Aptitudes</u></p> <p>Full clean UK driving licence – preferably with minibus driving category D1 and/ or MIDAS licence</p>
<p>SPECIAL CONDITIONS</p> <p>Due to the nature of the work, post holders will be willing to work unsocial hours including evenings and weekends.</p> <p>The nature of your duties requires you to work at various sites and locations, as required.</p> <p>The post holder will also be expected to ensure that their knowledge and skills are continuously updated in order to meet the requirements of the post.</p> <p>This post is subject to a satisfactory Data and Barring Service (DBS) enhanced level disclosure check.</p>	