



JOB DESCRIPTION

JOB TITLE: Qualified Youth Worker

GRADE: £29,354 - £31,527 Starting salary to be agreed on appointment based on experience/ agreed role with opportunities for progression

HOURS:

Work hours are not 9-5 and will involve working evenings (if you have a full-time post this will include a minimum of 2 evening sessions to include Wednesday evening). We have an aspiration to deliver youth services 7 days a week and this will happen once we open the 224 (2-day, 2-morrow, 4-ever) Youth Zone in 2025.

For now, the majority of our work takes place from Mon-Fri but may occasionally include some weekends for residential etc and to meet the needs of the young people.

REPORTS TO: Senior Youth Worker

RESPONSIBLE FOR: Sessional Youth Support Worker staff, Apprentices, Volunteers

Purpose of the Job

As part of the Youth Moves delivery team, to work with Youth Moves staff team and partners, to deliver outstanding youth work opportunities that improve the lives of young people from South Bristol aged 8-19 years old (up to 25 for those with additional needs).

Key Job Outcomes

To **ensure young people are in the lead**, by actively promoting and encouraging their participation, taking of responsibility and engagement in all aspects of design, delivery, and evaluation of the programmes delivered.

To deliver an area of one or more youth work responsibilities for the team as a whole. More than anything we want outstanding youth workers who can build great relationships with young people, but for this post specifically **we are looking for staff who can take on the following** areas of work:

- Lead the **delivery of youth work with Girls & Young Women**. Ensuring our core youth club sessions for Seniors 13-19 and Inters 11-14 age groups meet the needs of girls & young women.
- Leading core targeted groupwork programmes with schools/ college groups.



To work with the team in **planning, delivering and evaluating** our overall Youth Moves programme of activities so that it achieves our outcomes as agreed.

To **develop partnership working** to enhance the opportunities available to the young people we work with.

To keep up-to-date with training and actively look for new training opportunities and **continuous professional development** to be the best youth worker that you can be.

To **work within budget** constraints and ensure all financial administration is completed.

To help build the evidence base for the youth work that we deliver and to take an **active role in monitoring and evaluation**, impact measurement and to analyse our results to help us to continually improve.

To **capture the achievements and progress** of the young people and the project, using IT systems where appropriate (Youth Moves currently uses the Views platform but will be moving to using Salesforce as part of our transition to opening the 224 Youth Zone).

To ensure that all **activities are carried out in accordance with all Youth Moves policies** – particularly Youth Moves Health, Safety & Wellbeing and Safeguarding policies and procedures.

To **promote equal opportunities** in the provision of the service and take positive steps to counter discrimination.

To **undertake day-to-day supervision responsibilities** for motivation, retention, and development of staff and volunteers.

Qualifications & Experience

The post holder should possess either:

- A Level 6 Youth Work degree with at least 3-5 years of experience working in a range of Youth Work settings
- **Or** equivalent qualification from teaching/college, social care/ health work, youth offending background or similar with a wealth of relevant experience in planning and delivering programmes for young people in similar settings
- In exceptional circumstances we may accept applicants without any of the above qualifications but with 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.

Have a minimum of 3-5 years relevant experience of working in a youth work or young people specific setting.

