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**JOB DESCRIPTION – Youth Development Worker**

**Location: Springhall & Whitlawburn, South Lanarkshire**

**Hours: 25 hours per week (including evenings and some weekends)**

**Salary: £22,683 pro rata**

**Term: 3 years Fixed Term (Big Lottery Funded Post)**

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| **GENERAL** | |
| **Role** | **Youth Development Worker** |
| **Purpose** | To formally setup Springhall & Whitlawburn Youth Development Team supporting local young people to consult, lead, design and deliver youth work activities across the areas. |
| **Reporting to** | Youth Development Co-ordinator |
| **Liaising with** | **Outreach Activity Worker**, Participants, partners, wider staff team, volunteers, wider community & external bodies. |

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| **KEY AIMS AND RESPONSIBILITIES** | |
| **Key Aims** | * recruit, train and support young people onto the Springhall & Whitlawburn Youth Development Team (SWYDT) * Support the SWYDT to consult with the wider community * Take a lead role in supporting the SWYDT to create a dynamic yet educational, recreational, creative calendar of activities * Support young people to design and deliver their own Youth Volunteer Training Academy * Identify and support young people to access wider opportunities as appropriate * Help the young people identify the necessary resources required for the new developments. |
| **Key** **Responsibilities** | * Co-ordinate the efforts of Outreach Activity Worker, sessional staff and volunteers * Undertake needs assessment to ensure that participant’s support needs are fully identified at the outset * Provide practical and emotional support for young people to develop their capacity * Undertake all relevant monitoring and evaluation as required by the service and submit regular progress report. * Maintain participant records as required by the service. * Develop, support and maintain productive working relationships with other service providers, including referral agencies and community led youth groups * Ensure all health and safety protocols are adhered too. |
| **Additional Responsibilities** | * Develop and maintain effective working relationships with wider staff team at Regenfx and those working in external agencies. * Participate in in-house team meetings/events and any identified training. * Maintain professional and personal development to meet the changing demands of the role. * Other tasks as required by the management to meet the needs of the service |

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| **JOB AND PERSON SPECIFICATION** | |
| **Essential knowledge and experience** | Experience & Knowledge of facilitating Youth Empowerment  * Proven track record of working in a diverse range of youth work settings with young people between 8yrs and 18yrs. * Confidence to work in partnership with external agencies to ensure the best opportunities for our participants. * Experience of supporting and promoting peer education. * Experience in establishing relationships with young people who may have complex needs and knowledge of positive intervention strategies * Excellent organisational skills, including ability to work on own initiative and to effectively manage and prioritise workload. * Ability to communicate at all levels effectively including partnership meetings etc. * Understanding of methods of planning and evaluation to effectively analyse impacts of work and plan for improvement. * Sound IT skills including social media. |
| **Desirable skills, knowledge and experience** | * Degree or SVQ level 4/5 Youth Work qualifications or equivalent * Any additional specialisms i.e. alcohol & drugs work, bullying initiatives, creative arts, IT etc. * Knowledge of community development methodologies * Experience of delivering accredited award programmes such as Youth Achievement Awards, D.O.E etc. * Driving licence & access to a car |
| Personal Qualities | * Ability to inspire, motivate and enthuse disengaged young people. * Ability to communicate at all levels effectively. * Personal commitment to making activities equally accessible and appropriate to the diverse needs of young people. * Approachable and non-judgemental. * Ability to work under pressure. * Ability to work autonomously and as part of a team. * Ability to work flexibly and proactively. |
| Training and Development | * Willingness to undertake training and supervision, as required |