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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.
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| **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.
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| **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.
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| **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
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| 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.
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| Training and Development  | * Willingness to undertake training and supervision, as required
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