

ROLE PROFILE



Role profile		
Title	Youth Support Worker	
Grade	JNC scp7-10	
Reference:	N346	
Reports to:	Youth Advisor or Senior Professional Youth Worker	
Behavioural competency job type	Customer facing Worker	
Work style Definition	Office based hot-desk/touch down worker	
Primary purpose of role	To develop professional relationships and programmes with young people (core age 13 to 19), in their own time, so as to help them develop capacities useful to them for adult life. Enabling young people to feel comfortable with themselves, be able to make and sustain personal relationships, to reach their potential and find place in society which is as satisfying as possible.	
Key accountabilities and key measures	Role outcomes	Role measures
	<ul style="list-style-type: none"> Needs of local young people are identified through a range of methods, including work with young people themselves. (40%) Work is planned, with young people, to meet needs. (60%) 	<ul style="list-style-type: none"> Young people in the target groups make measurable progress, evaluated against national youth work standards for the achievement of young people. The quality of youth work among locally qualified workers and volunteers meets national standards.
Key activities	<ul style="list-style-type: none"> Working directly with young people to develop their social education by providing programmes of activities, services and facilities, this will include establishing contact with and guiding young people as part of local programmes. (40%) Creating a culture of active participation among young people in all aspects of the project, so as to develop experience and confidence of making things happen (10%) Providing advice and support to local community groups and agencies (5%) Assisting in the motivation, retention, developing and support of staff and volunteers (10%) Contributing to service development by planning, delivering and monitoring of local provisions and implementing equal opportunities policies. (5%) 	



Plymouth City Council is committed to providing access, adaptations and alternatives wherever possible, to enable people with disabilities to fulfil the criteria for and to carry out role duties.

	<ul style="list-style-type: none"> ▪ Establishing and maintaining relationships with young people and community groups (5%) ▪ Maintaining quality of service provision including giving direction to other workers (5%) ▪ Initiating and monitoring developments of services, particularly with other agencies (5%) ▪ Requirement for allocation of time for planning, evaluation and supervision in addition to direct work with young people. Additionally deliver best value by working flexibly within an emerging multi-agency framework, as required (15%)
Essential qualifications/ knowledge	<ul style="list-style-type: none"> ▪ Knowledge of and a competence in operating cash handling and financial recording. ▪ Qualified in youth work or related area to NVQ 2 or 3 level ▪ GCSE English or Maths (grades A – C*) or equivalent ▪ Commitment to Continuous Professional Development
Desirable qualifications/ knowledge	<ul style="list-style-type: none"> ▪ Knowledge of policies and systems in other settings ▪ Driving licence ▪ Minibus drivers licence
Essential experience	<ul style="list-style-type: none"> ▪ Experience of successful youth work producing achievements for young people, in the context of National Standards. ▪ Experience of creating a common purpose with successful experience of developing young people's participation ▪ Experience of working in other settings.
Desirable experience	
Essential skills	<ul style="list-style-type: none"> ▪ Ability to demonstrate good quality youth work practice with support from more senior staff ▪ Ability to respond positively one to one supervision and coaching within an approved Service system. ▪ Ability to work as an active team member and under own supervision. ▪ Ability to work unsocial hours as required in accordance with the needs of the Service. ▪ Ability to contribute effectively to the operation of Management Information Systems and to contribute to systems for planning and evaluating youth work. ▪ Written, IT and oral communication skills. ▪ Organisational and time management skills. ▪ Able to demonstrate successful experience in supporting and delivering anti-discriminatory practice. ▪ Ability to demonstrate insight and reflection

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| | <ul style="list-style-type: none">▪ Ability to exercise authority and control to create an open learning environment▪ Ability to demonstrate ethical standards in the context of work with young people. |
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Corporate standards

- In accordance with Council policies and guidance on information management and security, it is your personal responsibility for data protection, client confidentiality and information governance.
- Act at all times in accordance with appropriate legislation and regulations, codes of practice, the provisions of the Council's constitution and its policies and procedures.
- Work within the requirements of the Council's Health and Safety policy, performance standards, safe systems of work and procedures.
- Undertake all duties with due regard to the corporate equalities policy and relevant legislation.