

# PROFESSIONAL YOUTH WORKER



## Role Profile

<b>Title</b>	Professional Youth Worker	
<b>Grade</b>	JNC scp15-18	
<b>Reference:</b>	<b>N447</b>	
<b>Reports to:</b>	Practice Manager	
<b>Work style Definition</b>	Mobile worker	
<b>Job Type:</b>	Professional	
<b>Primary purpose of role</b>	<p>To act as lead worker for an area of the Curriculum or specialist area of work for the team.</p> <p>To develop professional relationships and programmes with young people (aged 13 to 19), in their own time, so as to help them develop capacities useful to them for adult life. This is concerned with enabling the young person to feel comfortable with themselves, making and sustaining personal relationships, reaching their potential and finding a place in society which is as satisfying as possible.</p>	
<b>Key accountabilities and key measures</b>	<p><b>Role outcomes</b></p> <ul style="list-style-type: none"> <li>▪ Needs of local young people are identified through a range of methods, including work with young people themselves (20%)</li> <li>▪ Work is planned, with young people, to meet needs (20%)</li> <li>▪ Young people in the target groups make measurable progress, evaluated against national youth work standards for the achievement of young people (50%)</li> <li>▪ The quality of youth work among locally qualified workers and volunteers meets national standards (10%)</li> </ul>	<p><b>Role measures</b></p> <ul style="list-style-type: none"> <li>▪ Perform all the duties in the First and Second Levels for Youth Support Workers roles</li> <li>▪ Effective development of youth work across a defined area or neighbourhood</li> <li>▪ 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</li> <li>▪ Deliver safe and effective programmes</li> <li>▪ Deliver best value by working flexibly within an emerging multi agency framework, as required.</li> </ul>
<b>Key activities</b>	<ul style="list-style-type: none"> <li>▪ Carry out assessments of young people's needs (20%)</li> <li>▪ Promote inclusion, challenging prejudice and discrimination (10%)</li> <li>▪ Design, lead and implement aspects of a youth work Curriculum and quality assurance, in the context of the Curriculum Framework (25%)</li> <li>▪ Manage and develop a range of services, including project development and implementation (25%)</li> <li>▪ Financial management of delegated project funds (20%):             <ul style="list-style-type: none"> <li>▫ Management of Youth Support Workers within projects - to include recruitment, induction, supervision and appraisal</li> </ul> </li> </ul>	

	<ul style="list-style-type: none"> <li>▫ Work in partnership with team members and other agencies to extract maximum benefit for young people including professional development, training and development of staff within projects, and development of facilities.</li> <li>▪ Carry out other duties appropriate to the grade of the post</li> </ul>
<b>Essential qualifications/knowledge</b>	<ul style="list-style-type: none"> <li>▪ Nationally qualified in youth work or related area of degree or diploma level</li> <li>▪ GCSE English and Math's (grades A*-C or 9-4) or equivalent</li> <li>▪ Commitment to Continuous Professional Development</li> <li>▪ Able to show an understanding and a developing competence in operating budget systems and personnel matters.</li> </ul>
<b>Desirable qualifications/knowledge</b>	<ul style="list-style-type: none"> <li>▪ None</li> </ul>
<b>Essential experience</b>	<ul style="list-style-type: none"> <li>▪ Experience of successful youth work producing achievements for young people, in the context of National Standards</li> <li>▪ Able to lead small teams, creating a common purpose with successful experience of developing young people's participation</li> <li>▪ Able to work unsocial hours in accordance with the needs of the Service</li> <li>▪ Able to demonstrate good quality youth work practice through acting as a role model to other staff</li> <li>▪ Able to provide one to one supervision and coaching, using an approved Service system</li> <li>▪ Able to contribute effectively to the operation of Management Information Systems and to implement systems for planning and evaluating youth work</li> </ul>
<b>Desirable experience</b>	<ul style="list-style-type: none"> <li>▪ Experience of working in other settings</li> <li>▪ Experience of managing budgets</li> <li>▪ Operation of policies and systems in other settings</li> </ul>
<b>Essential skills</b>	<ul style="list-style-type: none"> <li>▪ Able to demonstrate competent written, IT and oral communication skills</li> <li>▪ Able to complete agreed tasks through organizational, time management and analytical skills.</li> <li>▪ Able to demonstrate successful experience in promoting and delivering anti-discriminatory work</li> <li>▪ Able to demonstrate ethical standards in the context of work with young people</li> <li>▪ Ability to work as an active team member or on own</li> <li>▪ Able to demonstrate insight and reflection</li> <li>▪ Able to exercise authority and control to create an open learning environment</li> </ul>
<b>Corporate standards</b>	
<ul style="list-style-type: none"> <li>▪ 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.</li> <li>▪ 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.</li> <li>▪ Work within the requirements of the Council's Health and Safety policy, performance standards, safe systems of work and procedures.</li> <li>▪ Undertake all duties with due regard to the corporate equalities policy and relevant legislation.</li> </ul>	