



JOB PROFILE

DEPARTMENT: Place	SERVICE GROUP: Neighbourhood and Customer Services
POST TITLE: Senior Youth Worker	REPORTS TO: Advanced Practitioner
GRADE: JNC 20-23	SAP POSITION NUMBER :

Key Purpose of Post:

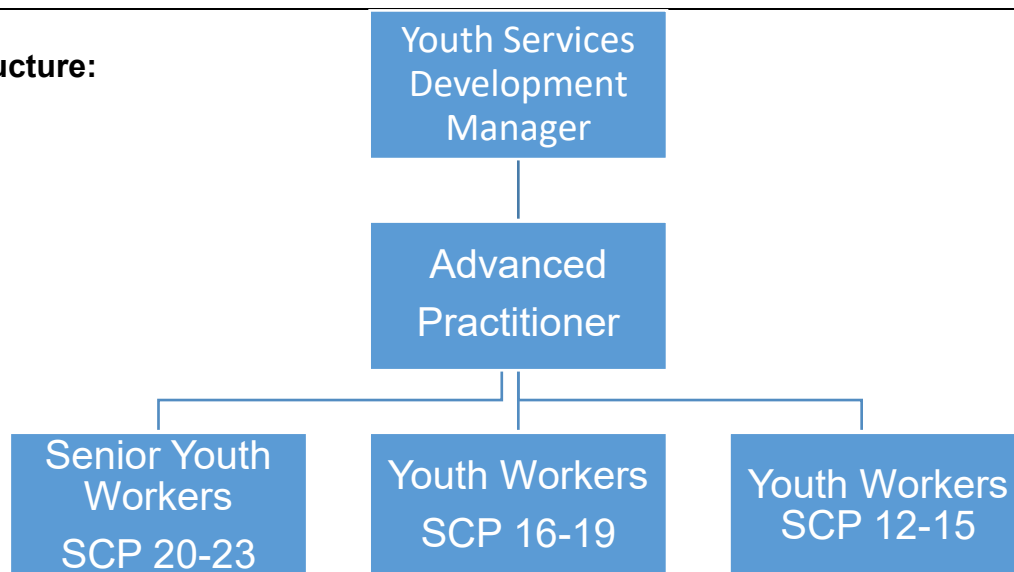
- To design, develop and deliver high quality, inclusive youth work responses, underpinned by the 4 cornerstones of youth work (Equality, Education, Empowerment and Participation) and informed by young people's needs and interests.
- To coordinate and undertake trauma informed youth work with vulnerable and criminally exploited young people, implementing critical and effective decisions that manages risk and protects them from further harm.
- To have a developmental role, leading identified pieces of work and have overview of these within the remit of the post

Main Responsibilities of Post:

1. To supervise, support and manage own and others caseloads of exploited young people
2. To build relationships with criminally exploited young people which enables them to explore and make sense of their experiences, working as a lead agency and part of a team of professionals around a child
3. To facilitate young people's learning and their personal and social development, enabling young people to organise and take responsibility for developing activities, events and projects, record and accredit their learning outcomes.
4. To work with young people in accordance with the core values of youth work, the Resilience Framework and the Youth Work Curriculum.
5. To plan, manage and develop effective, efficient and ethical youth work, undertaking an average of 17 hours face to face work per working week as agreed with the line manager.
6. To ensure oversight and compliance against agreed delivery obligations of externally funded grants and contracts, meeting targets that improves outcomes for young people alongside other services and colleagues.
7. To support and assist other youth organisations and providers of youth services to identify signs of exploitation and in the development and delivery of trauma informed youth work responses for exploited and trafficked young people.
8. To inform the Service about all aspects of their work and its development via the line manager and where appropriate to work closely with other agencies and groups.
9. To deliver the skills to enable young people to work effectively in groups and promote and support participation in wider youth work opportunities.
10. To actively participate in the training and development of self and other youth workers, working as part of a multi-disciplinary team to achieve agreed objectives around wider development of services for exploited young people.
11. To implement the Fairness and Inclusion Strategy and the Youth Service policies and priorities
12. To ensure the relevant Health and Safety procedures are implemented and monitored.
13. To comply with such policies, procedures, guidelines and codes of practice as laid down by the Youth Service.

14. To represent the Youth Service in partnership arenas relating to young people on Child in Need and Child Protection Plans, providing articulate and comprehensive understanding of the work being undertaken, and actively contributing to the production of safety plans and Philomena protocols.
15. To undertake any other duties commensurate with the grade and as mutually agreed

Structure:



Special Knowledge Requirement. Will be used for shortlisting.

Essential

Applicants with disabilities are only required to meet the essential special knowledge requirements shown by a cross in the end column.

Due to the Government's Fluency in English Duty for posts where employees speak directly to members of the public the post holder is required to meet the Advanced threshold level (which will be implemented where the post requires a greater level of sensitive interaction with the public e.g. in children's centres) – where the person is able to demonstrate that they can during the interview:

a) Can express themselves fluently and spontaneously, almost effortlessly

b) Only the requirement to explain difficult concepts simply hinders a natural smooth flow of language

x

Uses and has applied knowledge of Health, Safety and Environmental policies, procedures and regulations including risks in Youth Work practice for self and others in respect of lone working and in working with exploited and trafficked young people

x

Uses a range of basic IT packages

x

Ability to adopt a process of continual improvement and suggest ways of working more efficiently and effectively to improve service delivery.

x

Knows and understands how to use, interpret, handle and communicate information

x

Demonstrate knowledge of working with the issues impacting on the lives and lived experiences of young people, including specifically exploitation, gangs, drug and weapons misuse and serious violence

x

Identify what are the most important skills when building relationships with exploited young people and give an example of a situation when you have used them effectively.

x

Demonstrate the ability to apply an understanding of equality of opportunity and voluntary participation in a youth work situation, whilst working in partnership with statutory services.		x
To deliver the skills to enable young people to work effectively in groups		x
To work as part of a team to deliver responsive, needs led youth work interventions at unsociable hours (including regular day, night, weekends, and overnights)		x
Knowledge of working with vulnerable young people and to be effective in empowering young people to achieve their planned outcomes.		x
Experience of working on own, and supporting other workers, with management of caseloads of exploited young people.		x
Experience of working with other agencies to provide integrated support to vulnerable young people		x
Relevant experience requirement: Will be used for shortlisting		
Working with young people 11-19 (25 with a disability) in a variety of contexts. (including detached and street based interventions)		
2 years' experience of working with vulnerable, trafficked and criminally exploited young people		
Relevant professional qualifications requirement: Will be used for shortlisting		
JNC Youth and Community Work qualification.		
Core Employee competencies to be used at the interview stage.		
Carries Out Performance Management		
Covers the employee's capacity to manage their workload and carry out a number of specific tasks accurately and to a high standard.		
Communicates Effectively		
Covers a range of spoken and written communication skills required as a regular feature of the job. It includes exchanging information/building relationships; giving advice and guidance; counselling, negotiating and persuading and handling private, confidential and sensitive information.		
Carries Out Effective Decision Making		
Covers a range of thinking skills required for taking initiative and independent actions within the scope of the job. It includes planning and organising, self-effectiveness and any requirements to quality check work.		
Undertakes Structured Problem Solving Activity		
Covers a range of analytical skills required for gathering, collating and analysing the facts needed to solve problems. It includes creative and critical thinking; developing practical solutions; applying problem solving strategies and managing interpersonal relationships.		
Operates with Dignity and Respect		
Covers promoting equality, treating all people fairly and with dignity and respect, maintains impartiality/fairness with all people, is aware of the barriers people face.		
Working Conditions:		
Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 2010 in relation to Disability Provisions.		
Special Conditions:		
Must be legally entitled to work in the UK		
No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/vulnerable clients/finance or hold a position of trust (An enhanced DBS check is required for this post)		
Prepared to work flexible hours, which will include evening and weekend and overnight work.		
Date: October 2018 Reviewed July 2022	Grade Assessment Date:	Post Grade: JNC 20-23 qualified

--	--	--