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## Senior Youth Worker

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|-------------------------|---------------------------------------------|
| <b>Responsible to:</b>  | Director of Service Delivery                |
| <b>Responsible for:</b> | Youth Support Workers, Casual Youth Workers |
| <b>Hours of work:</b>   | 37 Hours Per Week                           |
| <b>Pay Scale:</b>       | £16.56 - £18.04 per hour                    |
| <b>Location:</b>        | Youth Centre Based                          |

## JOB DESCRIPTION

### Overall aim of this post:

The primary aim of The Door is to accompany young people in identifying and meeting their needs. Our Service Delivery Team exists because young people need the safety and security of non-judgmental role models, to guide their development to become positive members of society.

To lead, develop, and deliver high-quality youth work programmes that empower young people, meet their needs and strengthen community cohesion based around specific key community hubs. The post-holder will supervise staff and volunteers, contribute to strategic planning, and work collaboratively with partner agencies to ensure services are innovative, evidence-based and meet organisational objectives.

## Key Stakeholders:

### Internal and external contacts, roles and organisations connected to this role.

- Senior Leadership and Management Teams of The Door
- Director of Service Delivery (line manager)
- Department staff and volunteers
- Commissioning bodies – e.g. local councils
- Young people and/or families accessing the service
- Community Organisations – e.g. police, schools, churches, voluntary groups, GPs etc.
- Professional agencies – e.g. social care, CYPS

## Specific Duties and Responsibilities:

### Youth Work Delivery

- Ensuring that the youth work delivery consistently exceeds The Door's service standards.
- Leading the design and implementation of innovative youth work programmes & interventions that are co-produced with young people, responding to emerging local needs and priorities, ensuring alignment with The Door's strategic objectives.
- Ensuring the safety and wellbeing of all young people that are accessing The Door's services, including adherence to The Door's policies and procedures, and making appropriate safeguarding interventions as required.
- Acting as the lead professional in multi-agency casework where appropriate, coordinating responses with schools, police, health and social care partners.
- Developing targeted 1:1 or group interventions for vulnerable or marginalised young people or groups of young people (e.g. mental health concerns, NEET young people etc).
- Championing the young people's voice in decision making both within The Door and wider community.
- Delivering social media engagement in line with the social media Policy
- Delivering Door projects such as Thrive, Digital Youth Work, School transition and illuminate in the area.
- Contributing to session delivery in other locations.

### Contract Management and Community Engagement

- Embedding evidence-based approaches to youth engagement, ensuring consistent evaluation and impact measurement against agreed KPIs.
- Maintaining accurate & timely delivery records via CRM & Cloud-based systems.
- Preparing high quality progress reports in line with SLA reporting requirements
- Partnering with the local council and other stakeholders to ensure that the centres are successful in meeting expected outcomes and enhance opportunities for young people.
- Manage delegated project budgets and resources, ensuring effective and efficient use of funding
- Building on current relationships with local schools - working with them to develop innovative ways of working together to meet identified needs
- Act as a lead professional in multi-agency initiatives, advocating for young people's needs at strategic community forums to improve community cohesion
- Providing activity at key community events to represent The Door engage young people

### **Team Contribution and Staff Development**

- Being a champion of The Door's Christian Ethos & 'Door Keys' culture statement.
- Providing line management to youth support workers and sessional staff
- Recruitment, supervision and ongoing training of Service Delivery Volunteers
- Ensuring delivery sessions are adequately staffed
- Leading local team planning meetings ensuring service delivery aligns with strategic priorities.
- Responsibility for the day-to-day operation of service delivery in the specified community area
- Contributing to service delivery by bringing new ideas and supporting a culture of reflective practice within the service delivery team to ensure young people receive the best possible support.
- Engage in continuous professional development, keeping up to date with youth work best practice, legislation, and EDIB policy.
- Any other duties commensurate with the grade of the post.

## PERSON SPECIFICATION

The skills, experience and attributes we are looking for in applicants for this role

### Essential:

- GCSEs (or equivalent) in English and Maths –grade C / 4 or above
- Demonstrable evidence of commitment to ongoing CPD over the last 12 months
- A demonstrable understanding and acceptance of the Christian ethos of The Door Youth Project and the centrality of this to the work of the charity
- Experience of working with young people from a range of backgrounds & needs in group, 1:1 or detached contexts including experience of leading youth work sessions
- Proven ability to communicate and build relationships with both young people and adults
- Experience in developing and delivering significant projects to meet contextualised needs
- Experience of working collaboratively with key stakeholders and / or partner agencies to develop projects
- Experience of managing or supervising staff & volunteers
- Experience of identifying and managing risks (safeguarding, health & safety, behavioural issues)
- Understanding of the core principles of Youth Work and their implementation
- Ability to analyse, evaluate and report on activities to ensure quality and improvement.
- Knowledge of safeguarding practice and a commitment to safeguarding young people
- Understanding and commitment to equality, diversity, inclusion & belonging in youth work and the wider workplace
- An awareness of the current issues facing young people
- A demonstrable commitment to continuing professional development
- Flexible, self-motivated, able to work unsupervised and willing to take initiative
- A good role model who is resilient, trustworthy and a good team player
- Full driving licence, access to own vehicle and willingness to travel across the area covered by the The Door

**Desirable:**

- Level 3 Youth work or higher qualification
- First Aid or Mental Health First Aid qualification
- Experience of working collaboratively with key stakeholders and / or partner agencies to develop projects, preferably within youth provision.
- Experience of identifying and managing risks (safeguarding, health & safety, behavioural issues)
- Strong IT skills including the use of online streaming, CRM systems, and social media platforms for work
- Extensive experience of working with young people from a range of backgrounds & needs in both a group and 1:1 context
- Experience of working with senior management to develop organisational strategy
- Experience working within a school setting
- Experience of budget management, grant/ funding bids or income generation for youth services.
- Experience of detached or outreach youth work, innovative youth participation methods, working with hard-to-reach or marginalised young people.