**Job Title: Assistant Youth Support Worker**

**Location: Bexley Youth Hubs**

**Hours: 6 hours per week, primarily evenings**

**Salary: Youth1B point 5 - £13.75 p/h**

**Overview:**

We are looking for an enthusiastic, committed Youth Worker to join our dynamic team. This role involves engaging with young people in a safe, supportive, and fun environment, primarily during evening hours. The ideal candidate will have previous experience working with young people, a passion for youth development, and the ability to support, mentor, and guide young individuals from diverse backgrounds.

**Key Responsibilities:**

* **Program Delivery**: Plan, organise, and deliver engaging and constructive evening activities, workshops, and programs tailored to the needs and interests of young people.
* **Relationship Building**: Develop trusting, respectful relationships with young people, encouraging positive behaviour and personal development.
* **Safeguarding**: Adhere to and promote safeguarding policies to ensure the safety and well-being of all young people in the program.
* **Mentorship and Support**: Provide guidance, mentoring, and support to young people facing various challenges, including personal, social, and academic issues.
* **Community Engagement**: Collaborate with community organizations, schools, and parents to foster positive relationships and support networks.
* **Record Keeping**: Maintain accurate records of attendance, incident reports, and program evaluations, ensuring confidentiality where required.
* **Inclusive Environment**: Promote inclusivity and respect, supporting a welcoming space where all young people feel valued.

**Requirements:**

* **Experience**: Demonstrate substantial experience of working with young people, preferably in a youth centre, school, or similar environment.
* **Education/Qualifications**: Work qualification or relevant experience in other related fields such as social work or community work may be considered.
* **Communication Skills**: Strong interpersonal and communication skills, with the ability to engage effectively with young people from diverse backgrounds.
* **Knowledge**: Understanding of youth development principles, mental health challenges, and the issues affecting young people today.
* **Commitment to Safeguarding**: Demonstrate commitment to safeguarding, including knowledge of child protection.
* **Flexibility**: Willingness to work evenings and occasionally attend organised trips.

**Desirable Skills:**

* Experience in planning and delivering workshops or activities in areas such as sports, arts, education, or life skills.
* Conflict resolution and mediation skills.
* First Aid qualification or willingness to obtain one.

This position offers an opportunity to make a meaningful difference in young people’s lives. If you’re passionate about youth work and committed to supporting young people to reach their potential, we’d love to hear from you.

**Person Specification**

**Management Grouping: Education**

**Team: Target Youth Services**

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| **Post Title: Assistant Youth Support Worker Selection Criteria** | **Essential/**  **Desirable (E/D)** | **Method of Assessment**  **(A/I/T)\*** |
| (a) **Education and Formal Training**  Relevant professional qualification at minimum of level 3 youth work or equivalent.  JNC recognised qualification. | **D**  **D** | **A**  **A** |
| (b) **Experience and Knowledge**  Experience of youth work in a youth work setting, or the ability to work effectively with individuals and groups of young people.  Understanding and experience of working collaboratively with other agencies to develop action plans both at an area and child focussed level.  Understanding of anti-discriminatory practice, a non-judgmental attitude, and tenacious in seeking to develop relationships with young people. | **D**  **E**  **E** | **A, I**  **A, I**  **A, I** |
| (c) **Skills and Abilities**  Ability to take a proactive approach to developing new responses to the changing and emerging needs of young people.  Ability to communicate clearly and effectively in a variety of contexts both orally and in writing.  Ability to build trusting and respectful relationships.  Willing to work proactively as part of a wider locality team and share information and knowledge relating to your area of expertise.  An ability to build a good working knowledge of policy, legislation, and evidence-based practice in the field of work relevant to adolescence and contextual safeguarding.  Ability to manage accurate and strengths-based records related to Targeted Youth Work in individual, peer group and wider community contexts. Analysis of the risks that young people may be facing and development of family plans to reduce the risks. | **E**  **E**  **E**  **E**  **E**  **E** | **A, I**  **A, I**  **A, I**  **A, I**  **A, I**  **A, I** |
| d) Other Requirements  Enhanced DBS | **E** | **DBS** |

**Selection Method key:**

**I = Interview A = Application Form AT = Ability Test**

**PQ = Personality Questionnaire P = Presentation PE = Practical Exercise**

**DBS = Disclosure & Barring Service**

**Applicants will be assessed against these criteria and the following high performance indicators throughout the recruitment process.**