

Job description

Job title: Youth Worker

Grade: 8

Job evaluation reference: ES 620

Job family: Education and Youth

Purpose and impact

To deliver targeted youth work to vulnerable young people within Dorset by delivering evidence-based group work programmes to young people who require early help, work as part of multi-agency and multi-professional teams within a locality; ensure that young people who require early help are engaged in social action.

Key responsibilities

- Establish and maintain relationships with young people, schools, partner organisations, and community groups. This relationship will involve challenging attitudes and behaviour, in the context of delivering targeted youth work
- Performing and ensuring the discharge of administrative duties (including budget control, record keeping and health and safety)
- Champion diversity with service users and colleagues
- Responsible for the delivery of evidence based interventions. Maintain recording and evaluation tools required to measure impact and achievement of outcomes. Prepare curriculum delivery
- Develop and deliver a wide ranging curriculum to meet young people's needs, and address a range of risk issues including emotional wellbeing, offending and antisocial behaviour, exploitation, non-school attendance and risk of NEET
- Lead group work interventions alongside non-specialist staff
- Ensure that young people who require early help are engaged in social action
- Responsibility for promoting and safeguarding welfare of children and young people
- Responsible for ensuring data quality such as the integrity of management information through the proper use and safekeeping of data and record systems, both manual and computerised
- Support the development of inter-disciplinary networks and provide initiatives that are relevant to the issues affecting young people within the local community
- Contribute towards the development of work within localities
- Ensure effective communication with the local community

NB: The duties and responsibilities of this post are not restrictive and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post.

Supervision and management

Please see context statement

Other factors

The post holder is responsible for the safekeeping and proper use of equipment, to manage small project budgets (up to £5k) under direction of manager. The post holder will have a flexible working pattern to include evening and weekend working. The role involves inside



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and outside duties depending on the activities arranged, in accordance with service needs. Work is subject to changing priorities, circumstances or demand.

Our behaviours

Dorset Council has developed and embedded a set of behaviours that will form part of everything you do and you will need to be able to demonstrate them through the way you work, regardless of your role or grade within the organisation.

Full details can be found on the job website under '[Working for Dorset Council](#)'.



Person specification

Applicants will be shortlisted on the basis of demonstrating that they fulfil the following criteria in their application form and should include clear examples of how they meet these criteria. You will be assessed in some or all of the specific areas over the course of the selection process.

Essential

Essential criteria are the minimum requirement for the above post.

Qualifications/ training/registrations	
Required by law, and/or essential to the performance of the role	
1.	QCF Level 3 Diploma in Youth work or equivalent
2.	Maths and English at GCSE or equivalent standard
Experience	
3.	Experience of youth work in a youth work setting
4.	Ability to work effectively with individuals and groups of young people
Skills, abilities & knowledge	
5.	Awareness of legislation, social policy, and key issues relevant to the service user group
6.	Understanding of the contribution of other agencies
7.	Understanding of joint working with other agencies
8.	Understanding of health and safety requirements
9.	Understanding of anti-discriminatory practice
10.	Awareness of child safeguarding requirements/procedures
11.	Awareness of systems, policies and procedures relevant to the areas of work as identified in the context statement
12.	Excellent communication and listening skills
13.	Ability to build trusting and respectful relationships
14.	Initiative, enthusiasm and motivation
15.	Tact and sensitivity
16.	Patience and resilience
17.	A non-judgemental attitude
18.	Good organisational and planning skills
19.	Good negotiating skills
Behaviours	
20.	Responsibility
21.	Respect
22.	Recognition
23.	One Team: Collaboration
Other	
24.	Ability to fulfil the travel requirements of the role

Desirable

Desirable criteria will be used in the event of a large number of applicants meeting the minimum essential requirements.

Qualifications/ training/registrations	
25. Commitment to continuing professional development	
Experience	
26. Experience of working in a multi-agency setting	
27. Experience of delivering group work or other structured interventions	
Skills, abilities & knowledge	
28. Understanding the needs of living/working in a rural community	
29. An interest or a skill in areas that may interest young people, such as sports or the arts	
Behaviours	
30. You set an example which inspires others to achieve successful outcomes	
31. You are trustworthy and willing to step up to the mark to deliver the aims of the council	
32. You act with honesty and respect for others	
33. You work successfully with others to deliver required outcomes	
34. You demonstrate the ability to look beyond the 'now' and to formulate and deliver ideas and strategies to deliver required outcomes	
Other	
35.	

Approval			
Manager	Senior Manager – Children's	Date	Jan 2016

