



Area Youth Development Worker – Westcliff & Leigh

Job Description

Organisation:	Bar 'n' Bus Trust
Address:	c/o Hadleigh Farm Estate, Castle Lane, Hadleigh, Essex, SS7 2AP
Tel:	07935 222 113
Hours:	Full Time, 37.5 hours per week
Salary:	£24,011 to £29,576 depending on qualifications and experience
Job Title:	Area Youth Development Worker – Westcliff & Leigh
Responsible To:	Chief Executive Officer
Job Purpose:	Bar n Bus Trust exists to enable young people to develop, grow, learn and thrive. We offer a range of programmes reaching out to young people within communities including detached and mobile youth work, school programmes and one-to-one support.

You will pioneer and develop youth work provision in Westcliff & Leigh-on-Sea to support young people (10-19) to work through the challenges that face them, grow as individuals and make a positive impact on their community. You will network and liaise with churches, schools, voluntary and statutory agencies, as well as local authorities in order to further the impact of this work.

Your work will enable young people to develop personal, social and spiritual wellbeing, developing resilience and skills whilst providing new opportunities for growth and life experience. You will work alongside and manage sessional youth workers and volunteers to deliver community youth work sessions (in particular street-based, detached youth work), schools outreach and needs based group activities and programmes.

Main Responsibilities:

Development of work with Young People

- Pioneer and deliver youth work provision in line with needs of young people that will provide opportunities to increase their confidence, skills and aspirations.
- Build relationships with 'hard to reach' and disadvantaged young people, developing programmes and provision that promote inclusion.
- Deliver community-based youth work provision, providing young people with a safe place to socialise, interact with one another and obtain access to support.
- Develop and deliver programmes and activities to support young people with assessed need who have been referred by themselves, schools and other partner agencies. This may include work supporting young people to make a positive transition from primary to secondary school, running targeted group work or work with post 16 young people who are NEET.
- Deliver schools-based outreach work, working alongside other youth workers in the community to provide an enhanced education experience for young people.
- Plan and lead residential trips with young people
- Provide information and advice to young people to aid them in making informed choices enabling a positive transition through adolescent into adulthood.
- Facilitate young people's exploration of their values and beliefs and those of other people, thereby encouraging their spiritual development

Development of Staff and Leadership

- Develop networks and partners with a variety of agencies and community groups including churches, schools, voluntary sector groups, statutory agencies and district and town councils, to enhance the youth work provision being developed – specifically building volunteer teams from local churches
- Provide support and supervision for volunteers and sessional youth work staff as required
- Develop programmes and team structures to release young leaders into positions of responsibility
- Work within all Bar 'n' Bus's policies and procedures e.g. health and safety, safeguarding etc.
- Actively engage with line-management supervision and team meetings.
- Support with the recruitment and management of sessional youth workers, students, volunteers and young leaders
- Produce written materials for inclusion in reports and work with other staff to monitor and gather information required to evidence the impact of our work
- Assist in applying for funding applications as appropriate and be part of fundraising activities
- Participate in the spiritual life of Bar 'n' Bus (through active involvement in prayer meetings, theological reflection and spiritual development activities) and maintain the Christian ethos of the organisation.

Networking with Partner Organisations

- Be a face-to-face contact with the public, representing Bar 'n' Bus to individuals and organisations, reflecting the Christian ethos of the organisation.
- Attend and represent Bar 'n' Bus at partnership meetings, including relevant multiagency groups, local authority meetings and events.
- Develop relationships with primary and secondary schools and key members of staff to increase opportunities for support to be given to young people within education communities.
- In addition to the duties set out in this job description the worker may, from time to time, be required to undertake additional or other duties as necessary within their capabilities and status to meet the needs of Bar 'n' Bus.

Discretion to Act

- The worker will have the authority to act within the parameters set by the Chief Executive Officer. The worker will be directly supported by the Chief Executive Officer.

Environment

Bar 'n' Bust Trust is a registered charity (1055210) and company limited by guarantee registered in England (2961054). The organisation staff team includes a Chief Executive, administrative staff, professional school counsellors, youth development workers, sessional support staff and volunteers.

As a Christian charity our work is underpinned by a living and active Christian faith. As a team we have weekly times of prayer and reflection as well as opportunities through the year to explore faith and mission and God's heart for young people and communities.

In Service Training

The person appointed will be expected to participate in In-service Training Modules and other learning opportunities as deemed appropriate by your line Manager, for which budgetary provision will be made.

Our full time youth workers are professional range youth workers and are either nationally JNC qualified or enrolled in training as part of their employment.

Miscellaneous:

Your line-manager will be responsible for carrying out regular supervision sessions and work reviews with the post holder.

Person Specification

Qualifications:

Essential

- 2 Years of professional youth work experience
- Educated to degree level (Level 5 or 6 National Qualifications Framework)
- BA (Hons) or PG Cert/PG Dip or MA in Youth and Community Work or other JNC recognised professional range youth work qualification (L6/7) or willingness and ability to complete a nationally recognised JNC qualification for professional Youth and Community Workers

Experience & Skills

Essential

- Able to demonstrate considerable experience of building effective relationships with young people.
- Proven ability to pioneer and develop work in response to the needs of young people.
- Experience in creating and developing opportunities and educational programmes with 'hard-to-reach' young people aged 10-21 (those facing social exclusion, disadvantage and disaffection) including those involved in risk-taking behaviour from deprived communities.
- Experience of working with and leading teams of volunteers and other youth workers.
- Proven ability to engage and support young people through one-to-one work.
- Proven communication skills – both verbally and in writing.
- Ability to cope with challenging behaviour and pressured social situations
- Experience of partnership working in a community development context and with local churches.
- Familiarity and know-how in representing the ethos and objectives of a faith-based organisation to external audiences.
- Ability to plan and prioritise workload within a context of multiple demands.
- Hold a current driving licence and have access to a private vehicle for work use
- Understanding of and commitment to Equal Opportunities.
- Knowledge of Health and Safety management.
- Knowledge of Safeguarding children and young people policy and procedures.

Desirable

- Experience of supporting students and line managing volunteers and part time staff
- Training or knowledge around specific issues affecting young people – e.g. relationships and sexual health

Attributes

- A confident and articulate individual able to communicate effectively with young people, other workers and members of the wider community.
- A person who identifies as a Christian and is able to engage fully in the spiritual life of the charity as well as promoting the aims, ethos and values of Bar 'n' Bus Trust.
- A person who has a genuine passion for seeing young people live positive and healthy lives
- A person who is able to pioneer and lead new projects and is confident in their ability.
- A person who is flexible over hours of work.
- A person who is able to work effectively as part of a team and under their own initiative.
- A person who acts with integrity and empathises with others.
- A person who is proactive in responding to the needs of young people.
- A person who is dynamic and enthusiastic and passionate about young people and transformation.
- A person who is creative and can respond to issues as they arise.
- A person who has the ability to work under pressure and manage multiple tasks and projects.