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**Job description**

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| **Job title:** | HEROES Project Youth support worker |
| **Reports to:** | HEROES Project Youth worker |
| **Directorate:** | Strategy and Influence |
| **Job family:** | Children, young people and families |
| **Location:** | Northern Ireland (various locations) |
| **Role specific requirements:** | Flexible working hours, including some evening and weekend work, and ability to travel |
| **Hours of work** | 20 per week, plus sessional hours as required |
| **Salary** | £21,474 (pro-rata for 20 hpw £11,452.80), £11.02 per hour sessional rate |

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| **Purpose of the role:** |
| To assist the Programme Development Manager and Youth workers in the delivery of the HEROES project. They will support the Youth worker in developing, organising and delivering tailored programmes to meet the individual needs and goals of young people in a project delivery area, and will work co-operatively with the HEROES project and youth work teams to achieve project targets and deliver the best possible outcomes for participants. |

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| **Key responsibilities** |
| * assisting with the recruitment of project participants within agreed localities
* providing direct support to young people both individually and in a group environment, engaging and communicating with them in an open, friendly and business-like way
* following individual risk assessment and adopting a shared risk approach to working with young people with a diverse set of needs
* supporting young people to express their personal goals and aspirations in the development of an individual development plan
* having the competence to act as a positive role model to the young people they support
* adopting a co-design approach to programme delivery with young people and families and across the project partnership and key stakeholders
* providing supervision and support to project volunteers
* assisting with the delivery of youth work programmes and interventions under the guidance of the Mencap Youth Worker
* assisting with gathering information to assist with assessment of young people’s strengths, life skills and experience and attitudes toward good relations and diversity
* gathering and feeding back information to assist with monitoring of young people’s individual progress and learning outcomes and evaluation of project activity
* completing information reports against project targets and outcomes using agreed processes and timeframes
* working as part of a project team to reflect on practice issues, identify and agreed actions and to inform project development and evaluation
* working closely with the youth work team, project manager and finance and systems officer so that staff resources within the agreed locality are deployed effectively and young people have appropriate support to access project activities
* contributing to the development of Mencap’s youth work knowledge and practice, and to the strategic development of programmes of work with young people.
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**Our values**

You will role model our five values in all your work activities.

**Switched on about learning disability**

We expect our people to be up-to-speed with the current world of learning disability, know about the challenges and realities people face and understand the impact Mencap is trying to bring about.

**Collaboration**

We expect people to be brilliant at collaborating across teams, functions, service types
and perspectives so that people with a learning disability and their families receive the joined-up support they need. People will know and love all that Mencap does, not just
the work they do.

**Final comment**

This job description is not exhaustive and reflects the type and range of responsibilities
and outcomes associated with this role in Mencap.

**Person specification**

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| **Skills & abilities** | **Essential/Desirable** |
| Ability to encourage young people to try new activities and to mix with their peers  | E |
| Ability to use basic IT packages | E |
| Have an interest in and desire to know more about learning disability | E |
| Ability to work with young people to organise an appropriate programme of activities that delivers the project outcomes | D |
| Ability to travel in accordance with the needs of the post | E/S |
| **Knowledge and experience** | **Essential/Desirable** |
| Knowledge of learning disability or autism | D/S |
| Understanding of barriers facing young people with social, communication or learning difficulties and how these can be overcome | D |
| Awareness of activities offered as part of youth work programmes | D |
| Awareness of & enthusiasm for inclusive practices | D |
| Experience of planning & organising activities or events | E/S |
| Experience of working on own initiative | D/S |
| Experience of record keeping and evaluation | D/S |
| Paid or voluntary work with young people with or without learning disability  | D/S |
| **Qualifications** | **Essential/Desirable** |
| A relevant 3rd level qualification – HND or Degree | D/S |
| Sports/arts/community development qualification | D/S |
| First Aid training/experience | D/S |