**JOB DESCRIPTION**

**JOB TITLE**: Youth Engagement Worker

**JOB DURATION**: Until March 2022 (with possibility of contract extension)

**RESPONSIBLE TO**: Outreach Programme Coordinator

**SALARY** Scale Point: F4 (£20,349)

**HOLIDAY ENTITLEMENT**: 30 days pro rata

**JOB PURPOSE**:

To work alongside the Outreach Programme Coordinator to develop engagements with vulnerable young people across Mid and East Antrim (MEA) through outreach, schools drop in and 1-2-1 support.

**KEY TASKS**:

Working with young people:

* Recruit and engage young people aged 11-25 across MEA
* Utilise key delivery methods: outreach, schools work and 1-2-1 work
* Establish contact with, listen to, befriend, advise, support and advocate for young people
* Build appropriate relationships with young people so that they can develop self-confidence and coping skills for everyday life
* Deliver project work and activities during outreach in consultation with young people
* Keeping young people safe
* Use Upshot and Outcome Star to measure engagement with young people

Working with staff and volunteers:

* Work flexibly as part of the Outreach detached team, alongside other YMCA staff and key partners as appropriate
* Work with staff and volunteers to implement face to face delivery
* Assist the FT area workers to ensure the induction, motivation, development of sessional staff, volunteers and mentors

Administration:

* All administration relating to the post
* Assist in the monitoring and evaluation of the Youth intervention programme through Upshot and Outcomes Star
* Keep accurate records
* Safeguard sensitive data in line with GDPR
* Ensure the implementation of Association policies through the programme activities i.e. equal opportunities, safeguarding, health and safety, etc

**OTHER FUNCTIONS OF THE POST:**

Maintain and support programmes to meet quality standards

Work with the Programme Coordinator to:

* Deal appropriately with suggestions, child protection concerns and complaints
* Develop own skills and knowledge within the job
* Ensure effective use of resources and make recommendations for expenditure

**SCOPE & LIMITS OF AUTHORITY**

Carrickfergus YMCA provides a range of youth services within the area, working closely with external agencies in the voluntary and public sectors.

The Youth Engagement Worker is managed by the Outreach Programme Coordinator.

The post-holder works in consultation with the Outreach Programme Coordinator in the implementation of initiatives and the delivery of programmes that contact young people within the community and encourage their participation in Carrickfergus YMCA services.

The Programme Coordinator – Outreach & Detached Services will be the team leader of the Outreach and Detached services with responsibility for staffing, programmes, health & safety, building management and any discipline issues however this post will work in support of this role and will be part of a supportive and experienced staff team.

**PERSONAL CONDUCT**

There is considerable direct contact with young people, parents, supporters, health professionals, churches, teaching staff and the public in this role, therefore the successful candidate will be required to represent the organization in a professional manner.

**WORKING HOURS**

The working week will consist of 35 hours per week. The YMCA responds to the needs of young people and as a result some evening & weekend work will be required, there will be the expectation of working a minimum of 3 evenings per week.

Time off in lieu (TOIL) will be negotiated with the Programme Coordinator.

**DISCLOSURE OF CRIMINAL BACKGROUND**

This post will involve ‘regulated activity’ under the Safeguarding Vulnerable Groups (NI) Order 2007, therefore the post holder will be subject to an ACCESS NI check.

**PERSON SPECIFICATION**

Qualifications

**Essential**

* A degree level qualification in youth work **OR** a recognised youth work qualification (E.g. OCN level 2 & 3)

**Desirable**

* Training in ASIST or Mental Health First Aid

Experience

**Essential**

* At least 2 years part time experience working (at least 20 hours per week, paid or voluntary) with young people in a relevant context
* Experience in facilitating developmental work with young people and the ability to create, implement & evaluate these activities

**Desirable**

* Experience of outreach amongst young people at risk
* Experience of informal education within a school setting
* Experience of 1-2-1 mentoring
* Experience of community youth work within Mid & East Antrim within the last 2 years

Knowledge

**Essential**

* Understanding of informal education and youth work practice
* Knowledge, understanding and application of risk assessment, health & safety and safeguarding

Abilities and Skills

* Demonstrate innovation, initiative and creativity
* Excellent interpersonal skills
* The ability to develop and maintain appropriate relationships with young people
* Ability to work as a member of a team
* Group facilitation skills
* Planning and organising skills
* Computer literate
* Full driving license and access to a car or access to suitable transport which enables the postholder to carry out the requirements of the job

Disposition

* Flexible team player
* The YMCA works to a model of Christian Social Action and the post holder must be in support of the Ethos, Aims and Purposes of the YMCA
* Resilience and able to deal with the pressures of working with young people and communities
* Commitment to working within an equal opportunity framework