



# HEROES+

## Assistant Youth Worker Application Pack



Dear Applicant,

Thank you for expressing your interest in a position within the HEROES+ Project at incredABLE. We appreciate your enthusiasm and are excited about the potential to welcome you to our dynamic team.

At HEROES+, we strongly believe in the power of collaboration and its transformative impact on young people with diverse abilities. Funded through the Special EU Programmes Body, the project is led by Mencap NI, with delivery partners across Northern Ireland, including Access Employment Limited (AEL), Bardic Educational Arts and Media (BEAM), Compass Advocacy Network (CAN), incredABLE, and Volunteer Now.

HEROES+ is not just offering a job; it is presenting an opportunity for you to embark on a transformative adventure of personal and professional development. As you explore the possibilities within our project, you will realize that every detail is a canvas of growth and potential. We are actively seeking candidates ready to embrace challenges and make a meaningful impact.

At incredABLE, we are extremely proud of the services we provide. We have developed considerable experience in empowering the young people we work with to think, act, change, create and grow so that they can reach their full potential and achieve their aspirations.

Once again, thank you for your interest in the HEROES+ Project. We eagerly anticipate the possibility of working together to create a world where abilities shine brighter than labels.

People living with a learning/intellectual disability and/or autism often experience boundaries with life opportunities.

We work to change that.

Through social, recreational, and skills-based experiences, incredABLE creates opportunities for incredABLE people to feel empowered to make choices, discover talents, realise passions and build a meaningful life within a supportive community where they can thrive.

We want to inspire families, empower individuals, and include communities across the Southern Health and Social Care Trust area via greater choice and opportunity for engagement.

## OUR MISSION

Our mission is to create incredible opportunities for incredABLE people! - delivering quality projects and services for individuals with a learning/intellectual disability and/or autism

## OUR VISION

Our vision is a society where individuals with a learning /intellectual disability and/or autism are supported, valued and included

## OUR VALUES

### **Commitment**

We are a passionate and dynamic staff and volunteer team who are committed to people first and supporting individuals to realise their own vision of being incredABLE.

### **Collaboration**

We believe in the value of working in collaboration and proactively seek out partnerships to make incredABLE things happen.

### **Creativity**

We strive for creativity in our bespoke approach to opportunities so that they are meaningful, participatory and uniquely incredABLE.

### **Community**

We see community as central to the incredABLE experience of inclusion and we work alongside communities to support engagement, access, and visibility of incredABLE individuals.

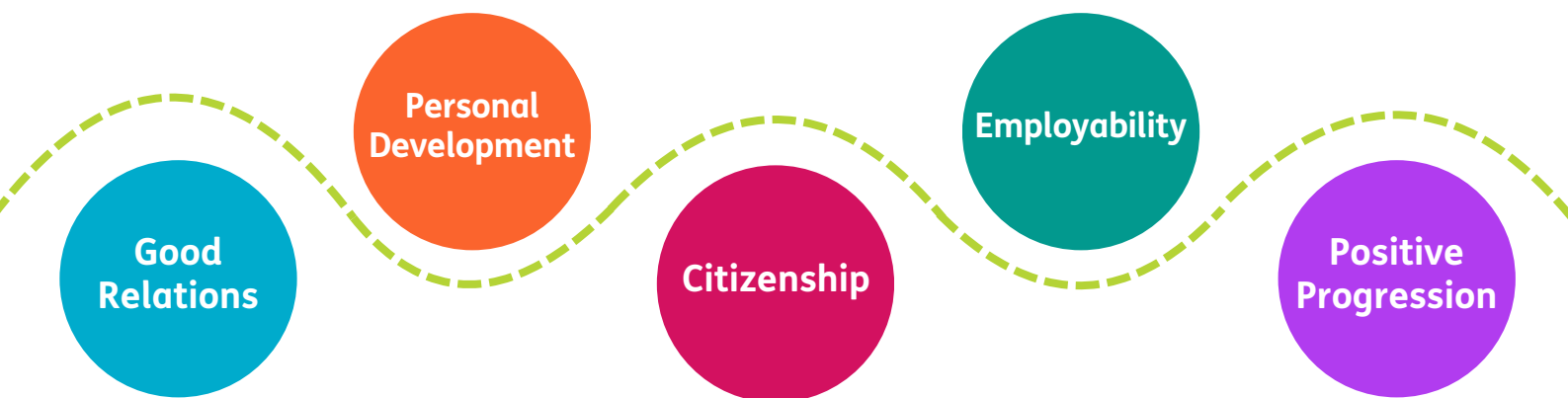
# ABOUT HEROES+



HEROES+ is an exciting new project for young people aged 14-24 with a learning disability/additional needs and/or who are excluded from school, providing innovative, transformative programmes that inspire them develop their potential, contribute to building an inclusive society and be future community peace builders.

Funded by PEACEPLUS through the Special EU Programmes Body, the HEROES+ project partnership of Mencap NI, Access Employment Limited (AEL), Bardic Educational Arts and Media (BEAM), Compass Advocacy Network (CAN), incredABLE, and Volunteer Now strongly believe in the power of collaboration and its transformative impact on young people with diverse abilities.

## PROGRAMME OUTCOME AREAS



Through our delivery, HEROES+ will offer opportunities for:

Groupwork

Educational Visits

Residentials

Qualifications & Short Courses

Social & Outdoor Activities

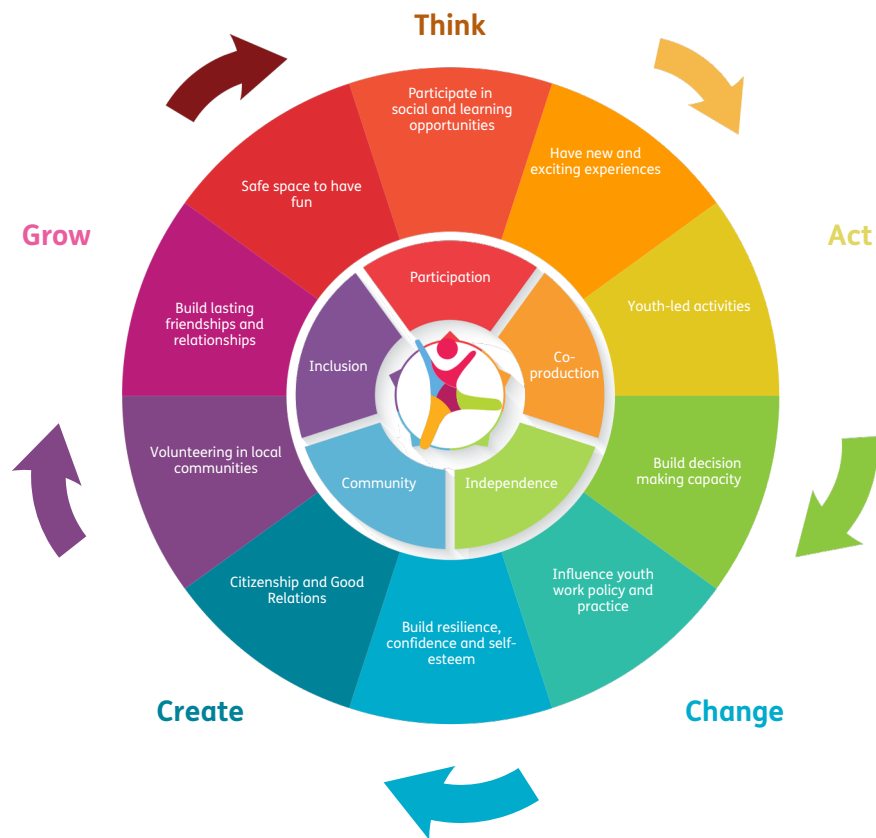
Mentoring

Arts & Creativity

Volunteering

Social Action Projects

# The Model of Youth Work



**Qualified, skilled and experienced youth workers**

**In-depth knowledge and understanding about learning disability, and how it can impact a young person's life**

Strong interpersonal skills, with the ability to communicate effectively and respond to different needs

Passionate about inclusion, and committed to co-production

Work collaboratively with stakeholders to maximise opportunities for young people

Support influencing activities to bring about change to policy and practice



# ABOUT

## THE ROLE OF A ASSISTANT YOUTH WORKER

### The Youth Worker will:

- Assist in the delivery of HEROES+ in line with the project outcomes and targets
- Assist in the recruitment of young people to participate in the HEROES+ project
- Support young people through their engagement on HEROES+, empowering them to reach their full potential and achieve their individual aspirations
- Promote a range of local activities for young people in support of their personal progression



### MAIN PURPOSE:

- To facilitate programmes and activities for young people with learning disability and/or additional needs which will enhance their skills and knowledge and provide exciting opportunities for them to access the core themes of Good Relations, Personal Development, Employability, Citizenship and Positive Progression
- To work in partnership with HEROES+ youth work team and delivery partners
- Contribute to the successful delivery of HEROES+

# HOW TO APPLY

HEROES+ operates as a collaborative effort involving Mencap NI, Access Employment Limited (AEL), Bardic Educational Arts and Media (BEAM), Compass Advocacy Network (CAN), incredABLE, and Volunteer Now. We may exchange information about potential candidates with other organisations within the partnership throughout the recruitment process.

## TO APPLY:

**Kindly submit your CV along with a covering letter addressing the following:**

- The specific position you are applying for.
- Why you are attracted to this role.
- How you meet the Essential and Desirable Criteria outlined in the Personal Specification, providing examples.
- If you consent for us to share your details with our delivery partners.

Please ensure your cover letter is concise, keeping it to less than two sides of A4, as failure to do so may affect your application.

# FURTHER INFORMATION

We are committed to safeguarding children and young people and to ensuring equal opportunity for all applicants.

## EQUAL OPPORTUNITIES

IncredABLE is an Equal Opportunities Employer and all applications for employment are considered strictly on the basis of merit

## DISABILITY

In accordance with the Disability Discrimination Act a person is disabled if they have, or have had, "a physical or mental impairment which has, or has had, a substantial and long term adverse effect on your ability to carry out normal day to day activities".

If you consider yourself to have a disability relevant to the position for which you are applying, please contact (028) 38872111 so that we can process your application fairly, make any specific arrangements for your interview, and make any necessary reasonable adjustments or adaptations, or provide any aids to assist you in completing the duties of the post if appointed.

## ACCESS NI (CRIMINAL CONVICTIONS CHECK)

All successful applicants will be required to complete an Enhanced Disclosure through Access NI.



For more information please contact:  
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The HEROES+ Project is a project supported by PEACEPLUS, a programme managed by the Special EU Programmes Body (SEUPB).