

Community Relations Youth Worker

Information Pack



Contents

Introduction	2
What we do	3
Vision, Mission and Values	5
Job Description	6
Person Specification	7
How to apply	10



Introduction

Dear Candidate

We have been serving people and communities across Belfast for 175 years and we have a rich legacy of supporting children, young people and communities throughout that time. Peacebuilding has been at the core of our work for over 40 years and this will continue to be the golden thread through all we do.

A registered charity and company limited by guarantee in our own right, we are also part of a global family of YMCAs which helps keep us openminded and outward-looking for ever better ways to realise our mission.

We are seeking to recruit an experienced Community Relations Youth Worker to join our team. The person appointed will be passionate about making a positive contribution to the lives of

young people. Building good relations between those of differing faiths and backgrounds is core to what we do and who we are. We have a strong track record in this area and we want to continue to grow our impact by investing in young people.

As a skilled practitioner, you will bring to the position your experience in working with young people in a variety of settings, your ability to build relationships with young people, and your values of being young person-centred and motivated to provide the best opportunities possible for young people to flourish.

We think this is a great place to work and we care about making it an organisation where our staff, volunteers and young people all have the opportunity to thrive.

If you are passionate about youth work and making life better together then we would very much welcome your application.

• **Chris Cupples** CEO



What we do

Nursery, Afterschool and holiday clubs

We provide care for over 200 children each week with a team of over 38 staff working across our childcare and after schools groups.

In our Stranmillis nursery, we have dedicated rooms for babies, toddlers and three nursery aged rooms. We also have a range of indoor and outdoor play areas available for each of the rooms to use.

Our after school programme at Stranmillis provides two separate classrooms for P1- P3 children and P4-P7 children as well as ample outdoor space for play.

Our newest After School club is based in St Jude's Parish Hall on the Ravenhill Road, opposite Cherryvale Park. Where we have a large and bright upstairs hall, garden space and we regularly use Cherryvale Park for outdoor play and activities.

Our nursery and after school facilities are inspirational spaces for opportunities and experiences for all age groups that stimulate physical, social, intellectual and emotional development.

We offer great outdoor spaces where children can enjoy free play and a healthy environment.



During school holidays we also run clubs for school aged children between 9am -6pm with a programme of play, craft, sport, trips and various outdoor activities.

Youth and Good Relations Programmes

Since 2013 our youth team have been delivering our projects in schools throughout Belfast. Over the course of the academic year we work with over 800 young people in schools across a number of the programmes we offer and we are keen to grow this provision into all parts of our city. The youth team facilitates sessions with pupils in their class groups, usually weekly throughout a term. Our largest programmes focus on good relations.

Ubuntu, our good relations schools programme uses dialogue and interactive learning to increase awareness of stereotyping, sectarianism and migration.

Our youth team also runs a number of other programmes including; Youth in Government, Youth Club and various other programmes.



Community

We value community and bringing people together. That's why we work in partnership with other community organisations:

- **CFC South** - Every Sunday we host the local Church, CFC South. We work in partnership to host community events and other initiatives.
- **Dad Camp** - Each August, we team up with Crown Jesus Ministries to run Dad Camp, a special experience for fathers and their children.
- **Alpha** - We work with Alpha to offer chances for people to explore and deepen their Christian faith.
- **Ethos Training**: Ethos Training, our anchor tenant, operates a gym within our Stranmillis Hub, promoting health and fitness.
- **Aquinas Football Club**: Our sports pitches are home to Aquinas FC, providing football training and matches for local boys and girls.
- **Sólás**: Through the SONA project, we host Sólás who provide care for young adults with autism and additional needs.
- **Stranmillis Primary School**: We share our playing fields with Stranmillis Primary School, enhancing outdoor activities for 470 pupils.
- **Community Garden**: We have a newly established community garden thanks to our growing volunteer team.
- **Forest School**: We are in the process of establishing a Forest School on site
- **Junior Parkrun**: Since January 2024, we've been running a volunteer-led Junior Parkrun, a weekly 2k run for children aged 4-14.

Throughout the year we also run a number of community events and fun days for the whole community.

Vision, Mission and Values

Our Purpose

Vision

Our vision is a city where life is better for children, young people and our communities

Mission

Our mission is to:

1. Empower children and young people to learn, grow and thrive
2. Support our community towards a lasting peace
3. Create opportunity through accessible activities, places and partnerships

Values

Welcome	Our welcome is unconditional
Care	We care passionately about our people
Excellence	We pursue excellence in all we do
Relevance	We are relevant to the changing needs of Belfast

Our charitable objectives are to:

- Promote the Christian faith
- Provide educational opportunities for all people (particularly young people)
- Promote healthy living (including mental, emotional and spiritual wellbeing)
- Promote community engagement and citizenship
- Assist in the relief of hardship or distress

Job Description

Job Title:	Community Relations Youth Worker
Responsible to:	Head of Youth
Location:	Belfast YMCA, 58 Knightsbridge Park, Belfast, BT9 5EH Role requires travel to various other settings in order to engage with young people.
Salary:	£27,382 per annum
Hours:	37.5 hours per week Regular evening and weekend work is required.
Other benefits:	5% employer pension contribution Employer sick pay scheme Holidays - 31 days per year rising to 37 days per year Death in service insurance Long service awards Staff discount on childcare / afterschools
Contract:	Full Time Permanent
Probation period:	6 months

Job Details

- Facilitating and assisting in the planning of Good Relations workshops with young people in their secondary schools in Greater Belfast
- Coordinating and facilitating Good Relations themed summer and half term projects for young people from diverse backgrounds

- Providing high quality youth work experiences to young people attending Belfast YMCA and CFC South's Friday evening Youth Club
- Work alongside YMCA colleagues to facilitate the delivery of a wide variety of youth work projects
- Encourage the personal development of the young people involved in the Belfast YMCA youth projects, providing opportunities for young people to grow and develop according to their needs
- Create, maintain and develop effective working relationships with a range of stakeholders including young people, parents, teachers and other youth and community workers
- To liaise with schools, funding bodies and community organisations to identify new areas of work, new target groups and investigate new ways of working together to engage with young people
- Understand and be supportive of the Christian Ethos of Belfast YMCA.
- Contribute to the monitoring, reviewing and evaluation of all work undertaken
- Excellent record keeping and maintaining high standards in report writing and collation and dissemination of data. Undertake all administrative and financial/budgetary duties associated with the post
- Ensure the implementation of YMCA policies through the programme activities i.e. safeguarding of children and vulnerable adults, equal opportunities, anti sectarianism, sexual harassment, health and safety, risk assessment etc., thereby demonstrating good practice

Please Note: This is not an exhaustive summary of the responsibilities. The post holder will be expected to undertake any other duties of a similar nature as required for the role.

Person Specification

	Essential	Desirable
Qualifications	A recognised degree or professional qualification in a relevant subject area Eg. Community Youth Work / Education	Professional development which demonstrates expertise in working with young people. A JNC professional Youth Work degree or higher

Experience	Two years' experience of working with young people in an educational / youth work or training environment	Experience of working with a wide range of age groups
	Experience of Good Relations projects with people from diverse backgrounds	<p>Experience of working with young people with complex needs</p> <p>Experience of Youth Clubs</p> <p>Evidence of partnership working with other agencies / statutory bodies / strategic partners</p> <p>Experience of representing an organisation to a wide range of stakeholders</p> <p>Knowledge of issues relevant to the third sector in Northern Ireland</p>

Skills	<p>Up to date knowledge of good relations issues affecting young people</p> <p>Excellent written and verbal communication skills</p> <p>Excellent organisational and interpersonal skills</p> <p>High digital literacy including use of digital systems and record keeping in line with GDPR responsibilities</p> <p>Ability to work on own initiative</p> <p>Experience in running a project and managing a budget</p>	<p>Knowledge of best practice in youth work and Good Relations pedagogies</p> <p>Competency in using multimedia in group work / youth work</p> <p>Competency in recruiting and managing volunteers and sessional staff</p>
Other	Supportive of Belfast YMCA's Christian ethos, values and aims	
	<p>Evidence of ability to work with others in a team and also ability to work independently to meet targets and deadlines.</p> <p>Due to the nature of the post, it is essential that the successful applicant will hold a full driver's licence and have access to a car which they can use for business use.</p>	

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 us 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.

Equal Opportunities

Belfast YMCA is an equal opportunities employer and will not unlawfully discriminate in its recruitment and selection procedures. In accordance with Article 70 of the Fair Employment & Treatment (NI) Order 1998.

How to apply

Please send a completed application form together with a completed monitoring form which are both available from jobs@belfast-ymca.org or downloadable on our [website](#).

The **deadline is 12 noon Wednesday 9th July, 2025**. Applications should be made by email to: jobs@belfast-ymca.org. Receipt of your application will be confirmed by email.

Contact jobs@belfast-ymca.org or call Aly Orr on 02890684663 (Monday to Thursday) if you have any queries about the role or the application process.

Timeline

CV, supplementary questions and monitoring form to be submitted by email	Closing date: 12 noon, Wednesday 9th July
First Round Interviews In person at Belfast YMCA	Wednesday 23rd July
Second Round Interviews In person at Belfast YMCA	If needed

Belfast YMCA

56-58 Knightsbridge Park, Stranmillis, Belfast BT9 5EH

[Google Maps](#)

Tel: 02890684660

Email: jobs@belfast-ymca.org

