JOB DESCRIPTION

Young People's Worker

Alternative Routes #CashBack

aberlour
scotland's children's charity

JOB PURPOSE

To provide centre-based and detached youth work in order to increase the engagement of young people in their communities.

PRINCIPAL ACCOUNTABILITIES

- Provide early interventions by establishing contact with young people on the street and other informal settings.
- Develop positive working relationships with the young people, based on a partnership approach.
- Offer information and advice to young people, their families, agencies and the community.
- Signpost young people to appropriate agencies and services based on individual needs/rights.
- Establish, develop, support and contribute to innovative programmes of work to meet the objectives of the project with a particular focus on 1-1 & outreach.
- Facilitate small group work and one-one sessions as and when required based on personal/social development of the young people and supervise the young people who attend 'drop-in' service and activity based programme
- To work in partnership with other services to encourage integrated programmes between agencies

SCOPE OF PLANNING AND ORGANISATION

The post holder will report to the Service Manager or Assistant Service Manager as appropriate.

The post holder will be part of a structured rota covering detached and structured sessions with young people.

The Service Manager and Assistant Service Manager will support the development of the structure and programmes and, within this framework, the post holder will have responsibility for specific tasks to develop the service objectives.

Detached work is directed by a team plan however the post holder will require to be flexible responding to issues which arise in the course of a session, which take place in a range of settings. The service has a particular emphasis on hard to reach young people. Work is often carried out off site and may be in service users' homes or in another setting.

The post holder is expected to attend and contribute to regular team meetings.

SCOPE OF JUDGEMENT AND DECISION MAKING

The post holder works with a range of interventions and practices which are well established. They are required to exercise judgement about how individual young people work and communicate. On a day-to-day basis they require to adapt plans and interventions in response to the individual and the settings. They need to be aware of risks relating to locations and adapt plans accordingly. They will have access on site or by telephone to guidance and support as required. They will liaise locally in the course of sessions with local police, criminal justice, CYCJ. and other youth agencies.

RELATIONSHIPS

Internal

The post holder will have direct contact with service and assistant service managers and co-workers. They will also have occasional contact with other Aberlour services and support section staff.

The post holder may participate in working groups or be asked to lead on aspects of service improvement where they have particular knowledge, experience and interest.

All staff are expected to attend team meetings and keep up to date with changes at service and organisational level. This includes accessing work email accounts, Aberlour intranet sites and supporting our marketing & fundraising initiatives and social media channels to help promote Aberlour

External

The post holder will need to maintain contact with a number of organisations that offer opportunities for young people in the area as well as networks of young people.

They will promote and present the work of the service by distributing information and attending relevant events and meeting

Acting as an advocate on behalf of and with young people in relation to any concerns they may have, involves close working arrangements with other statutory and voluntary agencies.

The post holder may require to participate in networks that relate to the development of professional practice

QUALIFICATIONS

A relevant qualification at SCQF level 6 or above
or
Equivalent knowledge acquired by other means (this will not apply where there are externally specified qualifications for the post e.g. SSSC)

EXPERIENCE

Working in youth work, social work, community work, youth health and wellbeing. The experience should encompass working with potentially challenging behaviour, drug and alcohol type difficulties etc.

KNOWLEDGE/SKILLS

The post holder be able to demonstrate knowledge and understanding of the issues affecting young people and how the services are expected to benefit service users as a well as an understanding of, and commitment to, young people's rights. Examples include:

- Anti-discriminatory practice
- Effects of trauma, deprivation and environment on young people
- Child care law and child protection
- Human and child development
- Children's rights and children's responsibilities
- Social care theory for practice
- Social policy and its application to social services provision
- A working knowledge of peer mentoring programmes.

Skills:

- Verbal and written communication skills to support the recording and engagement with partners.
- Proficient IT skills with a willingness to adopt and learn new technologies and systems – this includes communication, collaboration, recording and office applications. Training on specific systems will be provided.

Ability to

- Engage and empathise with young people who have a variety of needs
- Assess and manage potential risk situations.
- Work jointly with relevant professionals and voluntary agencies.
- Review relevant material and communicate information.
- Work as part of a team.

JOB CHALLENGES

Work takes place in settings across home, school and communities. Given this, there is always the potential for walking into the unexpected (e.g. problems associated with drugs, alcohol or crime).

There is often a lack of resources in the local community which means staff have to support young people to find or develop groups or resources that meet their needs.

Maintaining confidentiality and balancing good relationships between the young people and the police sometimes requires fine judgements. The post holder requires to be able to assess risks, gain the trust of the young people and be able to respond appropriately if something illegal is witnessed.

Other information

The post holder will occasionally be required to contribute to planned work on evenings and weekends, though this is not a regular requirement.