



Job Description & Person Specification

Job Title:	Youth Worker
Contract:	3 years fixed term (with possibility of extension) 24 hours / week evening and occasional weekend work
Pay:	£19,500 p/a pro rata + 8% pension following probation period
Location:	London, N1
Reports to:	Youth Development Manager

About Mary's

Mary's is a young and vibrant charity working with children, young people and their families, as well as providing home for the community activities of a very wide cross section of local Islington residents. Mary's has secured funding for the next three years to significantly expand its youth development work amongst the 11-25 age range meeting the growing needs.

Purpose of Job

To deliver high quality youth work that meets young people's needs and expectations; stimulating their active participation and enabling them to gain the maximum benefit from their engagement with Mary's. The role holder will work as part of a team actively collaborating on planning and delivery and contribute with new initiatives.

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Main Responsibilities / Accountabilities

- Work face to face with young people inside the club facilitating their engagement with opportunities offered in the club
- Work alongside the Youth Development Worker in youth outreach activities
- Deliver focus group sessions
- Lead session break-out forums
- Provide one-to-one mentoring to 5 young volunteers
- Provide youth work support to delivery partners in the activities
- Contribute to the planning and delivery of small and large youth club social events
- Assist with the planning and delivery of trips and residential
- Actively measure and review the impact of youth work, activities and projects
- Seek out and develop new opportunities to raise Mary's profile.

Other

- Encourage young people to become active volunteers in the youth club
- Develop young people's confidence, and their willingness to take initiatives
- Develop young people's teamwork, negotiating & problem solving
- Develop young people's communication skills
- Support young people to carry out personal development plans
- Support young people to develop mental resilience
- Carry out all work within an equal opportunities framework
- Promote anti-discriminatory practice within the community and to challenge anti-social behaviour and attitudes
- Undertake other temporary duties consistent with the basic objectives and/or main duties of the post
- Ensure that health and safety requirements are met in the areas for which the jobholder is responsible.
- The post holder may be required to carry out other duties that are reasonably to be considered as within the scope and purpose of the job and the aptitudes of the job holder.

This job description reflects the current requirements of the post. As duties and responsibilities change and develop due to changes in organisational and other circumstances, so the actual duties and responsibilities will vary from the particulars of this job description.

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Person Specification

		E - Essential D - Desirable
Qualification	<ul style="list-style-type: none"> • Certificate or diploma Youth Work, or equivalent informal education or community work • Certificate in Safeguarding / Child Protection 	E D
Knowledge	<ul style="list-style-type: none"> • An understanding of the issues and barriers facing inner city young people • An understanding of youth work and engagement methodologies • Understanding of monitoring and evaluating youth projects 	E E D
Experience	<ul style="list-style-type: none"> • Experience building relationships with young people and an interest and enthusiasm in supporting their personal development • Experience carrying out outreach to young people (face to face in the community and through social media) • Experience in designing and / or delivering youth projects and programmes • Experience providing education or training and advice to young people 	E E E E
Skills	<ul style="list-style-type: none"> • Excellent interpersonal skills, in particular the ability to network and develop relationships with young people • Ability to support young people's learning about themselves so that they become more confident • Ability to relate to young people from all backgrounds and develop supportive relationships with them • Ability to engage and communicate effectively with a range of audiences • Can demonstrate excellent presentation skills to both groups and individuals • Approachable, friendly and energetic when working with young people • Competent user of MS Office software with good word-processing skills • Special interest in areas attractive to young people is desirable, e.g. arts / sports / computing / music / employment • Willingness to undertake appropriate training and education as part of a commitment to continued professional development • Commitment to working within an equal opportunity framework • Able to work within confidentiality and data protection guidelines 	E E E E E E E D E E E

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Behaviours	<ul style="list-style-type: none">• Acts in accordance with Mary's values:<ul style="list-style-type: none">○ People Centred○ Transforming○ Collaborative○ Innovative○ Integrity • Enthusiastic• Patient• Openly shares ideas• Tries new things• Organised, with the ability to work alone and on own initiative• Works collaboratively, and as part of a team• Motivates young people to have fun and be purposefully engaged in activities• Raises concerns regarding ethical dilemmas including issues of safeguarding and trust• Takes responsibility• Acts as a role model for young people	All behaviours are essential
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Instructions to apply

Candidates must fill in our [on-line application form](#) outlining how your skills and experience meet the person specification for the post. CVs will not be accepted.

Closing Date: 25 Feb 2016 at 12 noon

Interview Date: Thursday 3 March