

Job Profile Information: Senior Youth Worker

This supplementary information for *Senior Youth Worker* is for guidance for Job Level 3 Zone 1 (YCW 21-24)

Camden Way Category 3

It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.

Role Purpose:

You will work within a 'whole family approach' model, offering tailor made support for young people to stay safe; be healthy; succeed in education, employment and training; and to play a positive role in their community. You will be responsible for all aspects of managing a youth centre or project, taking the lead on developing and delivering a wide-ranging programme of personal and social education for young people. Youth will work in partnership with other agencies to support young people and facilitate their development. You will also work with a wide range of networks, such as Police, Social Workers, YOT, School, GP, CAMHS etc. to deliver high quality evidence based service provision for young people and their families and where appropriate hold Early Help family cases and act as a lead professional

The post will be based in one of the three Locality Youth Hubs.

All staff across the Early Intervention and Prevention section are expected to adopt Camden's Resilient Families approach and hold family cases supported by the team around the family and team around the worker approach.

Example outcomes or objectives that this role will deliver:

- Manage, support, develop and supervise, on a day-to-day basis, a team of youth workers and volunteers to ensure the effective delivery of services for young people;
- Design, lead and implement youth work programmes that meet the needs of young people and objectives of the service curriculum that embeds accreditation, active citizenship and participation opportunities for young people;
- Coordinate and deliver a programme of activities to young people within the centre/project, ensuring that exciting and innovative programmes of informal education are offered in the centre/project that support young people's personal and social development through, centre based, outreach, project based, detached and residential work;

- Ensure that a range of opportunities are offered to young people including advice and guidance, one to one and group work and support young people to access these services;
- Ensure the centre/project works with young people that reflect the borough and local profile, targeting work when appropriate to particular groups, in order to increase the number of young people accessing the service;
- Utilise effective planning, monitoring and evaluation techniques to assess the quality of the work being delivered, against quality assurance and local and national inspection frameworks, taking action when required to address work that falls below the expected standards;
- Undertake all relevant managerial and administrative duties, including budget and asset management, completion of reports, supply of statistical/management information, ensuring that legal duties such as Health and Safety, Data Protection etc. are complied with;
- Contribute to the development of unit plans and procedures for the service to ensure these reflect the needs of young people;
- Establish good relationships with young people, in order to identify their needs and ensure their engagement in the planning, organising, delivery and monitoring of the youth work programmes;
- Working within a multi-disciplinary team, to be responsible for all aspect of case management for allocated early help cases ensuring that case management process and systems used are compliant with local and national standards and inspection framework.
- The role requires flexibility in order to meet fixed deadlines and competing priorities.

People Management Responsibilities:

Supervisory responsibility for up to 5 members of the youth work team

Relationships;

The Locality Youth Hubs consist of a Team Manager, x2 Case Managers, Connexions Personal Advisor, Substance Misuse worker, 2 x Senior Youth Workers and Fractional Youth Workers. You will be part of the wider integrated youth support service.

Work Environment:

- Your base will be a Locality Youth Hub, with a commitment to the locality based model of work.
- There is an expectation to be creative and flexible in all contacts with young people and families.
- You may be required to support work in other localities or service area subject to service need.
- The role may also involve working unsociable hours including evenings, weekends and residetials with a frequency of up to 4 evening sessions per week.
- Working in the community, other council sites and undertaking home visits are a regular requirement of the work.
- The public engagement element of this role means coming in to contact with people, some of whom may at times, be challenging.

Technical Knowledge and Experience:

- Professional Qualification in any of the following:
 - A JNC recognised level 4, degree level or higher qualification in Youth and Community Work
 - An appropriate management qualification or certificate is desirable
- Significant post qualification experience of direct work with young people including the delivery of face-to-face work with young people.
- The ability to analyse information from a range of sources to identify the needs of young people and target resources appropriately.
- Proven experience of managing, planning, developing, coordinating and delivering programmes of work with young people.
- Proven experience of managing, leading and developing teams of staff and volunteers.
- Experience of working closely with a wide range of partners including Health, Police, Education, Youth Justice and children's safeguarding colleagues.
- Experience of undertaking assessments, planning and delivering intervention/programmes for young people in order to meet specific needs.
- Proven experience of successfully managing budgets, resources and assets.
- A good understanding of national and local policies that influence youth work practices e.g. Youth Matter's, Every Child Matters, Positive for Youth etc.
- A good understanding of information sharing protocols and duties.
- Strong understanding of the education system and structures for learning support.
- Good understanding of the factors that enhance educational and personal achievement for young people.
- A good understanding of evidence and outcome based practices.
- A good knowledge of early help/intervention and prevention.
- Proven ability in engaging with young people, building relationships, setting and maintaining clear boundaries, and positively influencing change.
- Ability to plan, monitor and evaluate work against national inspection frameworks and national / local performance indicators, and take direct action to address and improve work that does not meet quality standards.
- Excellent communication, negotiation and influencing skills and ability to develop successful partnerships with agencies, developing and delivering joint work to a high quality standard.

- Ability to take responsibility for planning own work, consistently achieving and delivering to time, and quality despite tight timescales and conflicting priorities.

Camden Way Five Ways of Working

In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility

For further information on the Camden Way please visit by clicking [HERE](#)