

Job Profile Information: Youth Worker

This supplementary information for *Youth Worker* is for guidance for Job Level 2 Zone 2 (YCW 14-17)

Camden Way Category 2

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 engage with young people to offer holistic support that helps develop their personal and social skills and participation in society including staying safe; being healthy; succeed in education, employment and training; and to play a positive role in the community. As a Youth Worker, you will be responsible for taking the lead on developing and delivering projects and activities of personal and social education for young people. You will work with the Youth Hub team to deliver high quality evidence based youth work for young people.

Example outcomes or objectives that this role will deliver:

- To engage with young people to support their personal and social development through a process of informal education by assessing their needs, developing and delivering appropriate support.
- To implement a youth work programme that meets the objectives of the service curriculum and embeds accreditation, active citizenship and participation and other opportunities for young people.
- To use a variety of creative and innovative approaches to engage and enable young people's access to positive activities and services.
- To identify and assess risks and vulnerabilities accurately and to develop measures to affectively address these needs.
- To deliver effective evidence based group and individual interventions/programme for young people who are at risk of anti-social behaviour/social exclusion and at risk of disengagement from education, training and employment.

- To maintain clear, precise and appropriate records on client information systems, in accordance with local standards and maintain confidentiality and data protection guidelines.
- 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.
- Contribute to the development of team and project plans to ensure these reflect the needs of young people.
- Establish good relationships with young people and ensure their engagement in the planning, organising, delivery and monitoring of the youth work programme.

People Management Responsibilities:

N/A

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 areas subject to service need.
- The role involves working unsociable hours including evenings, weekends and residential.
- Working in the community and other council sites 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 the following:
 - A JNC recognised Level 3 or above qualification in Youth and Community work.
- Experience of direct work with young people from a diverse community, who may be considered to be at risk, e.g. of crime and ASB, NEET, SEND, exploitation etc. delivering one to one, group work, outreach and detached work.
- A good understanding of approaches to support young people's development and methods of social and informal education.
- An understanding of current trends and policies influencing young people's services and integrated working within a multi-agency framework.
- Knowledge of data protection, safeguarding and child protection policies and procedures
- A good understanding of evidence and outcome based practices
- Proven ability in engaging with young people, building relationships, setting and maintaining clear boundaries, and positively influencing change.
- Ability to assess and identify needs, risks and vulnerabilities and measures to address these.
- Strong skills in developing, planning, monitoring and evaluating a programme of work in a variety of settings, using different techniques.
- Ability to take responsibility for planning own work, consistently achieving and delivering to time and quality.
- IT literate and experienced in use of computer software.
- Commitment to ensuring that council procedures and policies, including legal and good practice duties, valuing diversity etc. are followed and implemented at all times.

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

Chart Structure

