Youth Worker
Full-Time Flexible role
Level 2

Are you a current or an aspiring Youth Worker who is enthusiastic, organised and passionate about making a difference and changing the lives of Young People? We provide a range of absorbing activities and guidance delivered by a group of inspiring individuals and appropriate organisations for young people to engage in and to help them grow and develop in the right way to become well-balanced adults able to contribute to society. If you share this vision, this would be the ideal role for you.

Colne Youth Action Group ("CYAG") is Open Access for all 10-16year olds people living in and/or going to school in Colne and the surrounding villages of Trawden, Foulridge and Laneshawbridge. Most of the young people that attend our facilities and activities are simply bored and would benefit from access to inspirational adults, although some young people are the most vulnerable and disaffected in the region which led to ASB spiralling during and after the Covid lockdown. Some have social, emotional, learning and mental health issues as well as some criminal involvement.

Alongside traditional youth club activities, CYAG arranges a portfolio of activities including football, cricket, martial arts, cycling, boot camp, kayaking, pizza-making and horticulture delivered by inspiring individuals and organisations. Our partners include primary & secondary schools, Colne's business community, the Police, UCLAN, Nelson & Colne College and LCC Youth Services.

The staff that work with these young people need to be fully committed and genuinely passionate about making a real difference to their lives. If you feel that this is you and you fit the criteria below, then please do get in touch.

Role

As well as supporting CYAG's active board of Trustees and our partners providing sport and leisure activities, you will provide high quality informal education, prevention and early intervention opportunities for young people to help achieve their personal and social development, make informed decisions, have a place in their community and, ultimately, to reach their potential and make a successful transition to adulthood. Alongside CYAG's partners, you will encourage and support young people to build positive relationships with other people and you will provide strong role modelling of positive and inspirational adult behaviours. Young people will be able to use judgment to re-shape their responses to deal with new emerging needs and unforeseen issues, making practical decisions within closely defined policies and procedural guidance.

As a youth worker, you'll support and administer community programmes aimed at young people aged between 10 and 16. Through these programmes and those of our activity providers and partners, you'll help them to explore and understand their ideas, values and beliefs, building their confidence and life skills so that they can improve their focus, enhance their resilience and generate ambition. Youth work relies on voluntary engagement by young people and you will need to build a relationship based on trust and reliability in order to support and empower them.

You'll work in a variety of settings, sometimes in the evenings and at weekends, including youth centres, sports/leisure venues, and targeted street work.

Responsibilities

You'll need to:

- support and administer sport and leisure activities, community/environmental projects, business outreach activities, and education and career development
- develop a relationship with young people based on respect and trust, ensuring they have a safe place to develop their identity and place in society

- establish boundaries and challenge inappropriate behaviour
- mentor, coach and support individuals identified as needing intervention, encouraging greater social inclusion
- for higher-risk young people, work in partnership with families and other key people in their lives, as well as with professionals from other organisations involved with young people in order to build a strong support network
- assess the needs of young people to correctly plan and deliver future programmes related to areas such as health, fitness, smoking, drugs, gangs, violence, relationships and bullying
- attend and contribute to multi-agency meetings, bringing together practitioners from different sectors as part of a 'team around the family' (TAF) approach
- set targets for progression and regularly monitor and review the quality of the local youth work provision
- attend regular training and development opportunities to maintain an up-to-date knowledge of safeguarding, health and safety, and local policy developments
- recruit, train and manage staff, including junior and trainee youth workers and our volunteers
- undertake administrative tasks, draft policies and procedures, maintain effective recording systems and respond to queries
- work with the Trustees to identify and pursue sources of funding for projects to improve services and/or resources for young people
- assist with drawing up business plans, managing budgets, writing reports and making presentations to funding bodies.

Equal Opportunities
We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and Safety
All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Qualifications
Level 2 Qualified i.e. BA (Hons) Community and Youth Work degree. Junior/less-qualified candidates and those who would like a part-time role are also encouraged to apply.

All staff will be Enhanced DBS cleared and CYAG can help obtain this for you.

Experience
Experience of working with young people in a variety of settings which demonstrate the ability to engage them in challenging issues and activities which affect their lives.

Experience of working with a wide range of other professionals, activity providers and volunteers to develop and deliver shared initiatives for children, young people and families.

Knowledge and Skills
You will have:
- A strong commitment to young people and an understanding of the factors affecting their lives
- The ability to provide reliable support to young people and act with integrity in times of stress
- Well-developed interpersonal skills, with the ability to establish and maintain good relationships with young people
- Patience, tolerance, flexibility and a great deal of resilience
- Ability to design, deliver and evaluate appropriate lifestyle choice-based programmes for young people resulting in clear learning outcomes for participants

- The ability to treat young people's concerns with respect, tact and sensitivity, while being aware of the limits that are required by confidentiality, competence and the youth/youth worker relationship
- Working knowledge and understanding of the work practices, processes and procedures relevant to youth work
- Good understanding of the developmental milestones of young people and the issues that affect them in contemporary society
- Ability and skills to supervise staff and volunteers, including ability to delegate tasks, set deadlines, provide support and encouragement, and track performance.
- Ability to work as member of a team and without close supervision.
- Good written and verbal communication skills
- Ability to build and maintain effective networks and relationships
- Ability to work flexibly, up to 3/4 evenings a week, occasional weekends and during school holiday periods.
- You must be reliable and punctual, as you will be expected to follow an agreed schedule.
- Ability to use management information systems (VIEWS), or willing to learn, to ensure ongoing record of performance and progress towards targets and objectives within the service.

Other (including special requirements)
- Commitment to equality and diversity
- Commitment to health and safety
- Display the CYAG values and behaviours at all times and actively promote them in others
- CYAG's activities are fun for most of the time, so the ability to have a laugh is important!

Own transport is essential, as we will require you to visit our activities and our partners at various locations. Ideal to have ability to drive the CYAG minibus and be willing to undergo MiDAS training. Knowledge of Colne and the Villages would be useful to help build credibility with young people and know about the context and references they have.

Contractual Arrangements and Application
Working hours are usually around 37½ hours per week, but are flexible as you will need to work some evenings and weekends given the range of activities CYAG offers.

Whilst positions depend on the availability of funding and hence may be temporary or fixed term, CYAG has secured significant funds so far and is working hard on further long-term fundraising to ensure all roles are sustainable.

You can expect to earn £27,000-29,000 per annum pending pay scale evaluation for this role. All out-of-pocket expenses will be paid.

Start date can be immediate as we've got lots to do! We look forward to hearing from you and hopefully joining our team. Please email info@cyag.org with your CV and a covering letter with any additional information.