



**Job Vacancy Information**

**Youth Support Worker**

**11-16 Hours**

**Region: North Wales (Wrexham)**

**Reference YW08**

**YOUTH WORK CHANGES LIVES**



## JOIN OUR TEAM

### Are you passionate about bettering the lives of young people in Wales?

Youth Cymru has an exciting opportunity for a Youth Worker, based in North Wales, to join our long-established youth work charity. We are seeking an individual to play an important role in continuing and strengthening our ability to provide impactful and positive youth work services across Wales. This role will provide you with an opportunity to work with a small, dynamic and innovative national organisation with over 80 years' experience of supporting young people, youth workers and the youth sector in Wales. We are delighted to be in a position to recruit a new member of our staff team, and are looking for a motivated, inspiring colleague who is keen to support our delivery of quality youth work across Wales.

### About Youth Cymru

The charity was founded in approximately 1920, originally as the Welsh Association of Youth Clubs. During the years since, we have played a fundamental and leading role in developing and supporting both the voluntary and statutory youth services in Wales. We work in partnership with private and public organisations; including large and small youth facing organisations, striving to best enhance the life experiences and opportunities of all young people. We develop and deliver innovative projects and programmes working with and through our national membership organisations, working flexibly and creatively to adapt to the changing youth work sector in Wales.

### Our Vision and Our Work

We believe that young people are citizens and rights holders, and all our work is underpinned by the United Nations Convention on the Rights of the Child, in line with the Rights of Children and Young Person's Measure (Wales) 2011.

We work to enable young people in Wales to be confident and strong, empowered to fulfil their potential and to contribute to build the Wales that they want and deserve.

We are here for all young people in Wales, and for all those organisations, volunteers and professional staff, who support them.

We believe that youth work changes lives for the better. We know that youth work has huge potential to bring profound beneficial changes to the worlds of young people in Wales and the youth work sector can contribute hugely to a number of national policy priorities.

We are committed to equality and inclusion; we challenge prejudice and discrimination and seek to educate and develop understanding and insight within communities of the value of diversity and difference, with the aim of bringing about better and best practice.

We believe that youth work has a vital role to play in building the Wales we want, and we shape our work to ensure it contributes to the seven Well-being Goals set out in the Well-being of Future Generations (Wales) Act 2015.

We recognise the value of working with and through a network of local and regional organisations that support young people throughout Wales. These are primarily statutory and voluntary youth work organisations, but include other organisations supporting young people, such as training providers, youth offending services and alternative curriculum provisions. Many of our member organisations are based in Wales' poorest communities as defined by the Wales Index of Multiple Deprivation.

We value communities of good practice and work in partnership collaborating with our members to develop these communities, to support young people in Wales.

We work with and through our British/Irish Strategic Youth Partnership, linking with our partners; Youth Scotland, Youth Work Ireland, Youth Action Northern Ireland and UK Youth; working co-productively to improve the lives of young people across Britain and Ireland.

We believe in the importance of evaluating and monitoring practice and work to share our learning across the sector.

We understand the importance and value of youth and youth worker mobility experiences and opportunities. Using our membership of the European Confederation of Youth Clubs (ECYC) we give intention and attention to the sharing of international learning, experiences, understanding and insight.

Our work is shaped and led by what young people tell us about what they want and need and aspire to have. We embed youth participation at all levels and seek to always empower young people working alongside and with them, valuing their input, skills, ability and enabling their potential.

## Our Values

### The values that underpin our approach and work include:

**Equality, Diversity and Inclusion:** Young people are unique, and those individual differences are of great value, to be respected and be central to all that we do. Young people have the right to an equal opportunity to make the most of their lives, talents and strengths. Young people have different needs and approaches to identifying solution to their challenges. Responding personally and individually at a pace and in a way that respects their individuality is essential.

**Opportunity:** Wider ranging youth work opportunities enable authentic creativity and growth; they are essential to learning, vital for developing self-expression, self-confidence and problem solving.

**Achievement:** Young people have the potential to achieve great things and to live fulfilling, meaningful and positive lives.

**Celebration:** Celebration creates a sense of community, belonging and well-being allowing for the showcasing of the strength and potential of young people to each other, themselves and their communities.

**Participation:** Young people are creative partners in our vision and work – the Children and Young People's National Participation Standards for Wales, the United Nations Convention on the Rights of the Child, and the Rights of Children and Young Person's Measure (Wales) 2011 underpin all our activities.

## *Job Description and Person Specification*

|                            |  |                        |  |
|----------------------------|--|------------------------|--|
| <b>Job Title</b>           | Youth Support Worker   | <b>Pay rate:</b>       | £23,000 pro rata                                   |
| <b>Area:</b>               | North Wales  | <b>Responsible to:</b> | Shannon Lacey<br>– Development Officer North Wales |
| <b>Hours of Work:</b>      | 11-16 hours per week, weekend and evening work will be required.   | <b>Annual Leave</b>    | 25 days (pro-rata), plus 8 statutory bank holidays |
| <b>Contractual Status:</b> | This a part time, fixed term role for 12 months in the first instance. The post is subject to appropriate funding and to successful completion of a three-month probationary period. |                        |  |

#### **Main purpose of Role**

This role will play a vital part in supporting the delivery of Youth Cymru’s various youth work projects, programs, and opportunities - based in North Wales. Ranging from working directly with young people in a youth work setting, supporting them to take social action in their communities; to running youth work workshops, events and activities, this post will play a crucial part in improving the lives of young people, increasing their access to innovative creative and beneficial youth work opportunities.

#### **Key Responsibilities Tasks and Activities**

1. Contribute to and support the delivery of Youth Cymru’s projects, programmes and youth work activities.
2. Contribute and support networking with new and existing partners and stakeholder working in partnership as required.
3. Work alongside and with young people to prioritise their perspective and participation, making certain our work meets their voiced needs and wants.
4. Contribute to the promotion, development, delivery and quality assurance of Youth Cymru training and accreditation provision for young people and as appropriate youth facing professionals.
5. Carry out any other reasonable duties, commensurate with the grade, continuing to develop as an effective and critically reflective youth work practitioner.
6. Maintaining and delivering good self-management, including the ability to work on own initiative and in cooperation with others to prescribed deadlines.
7. Working alongside other team members/colleagues contribute to the planning, delivery, monitoring, and evaluation of the impact of activities, events and consultation with young people to inform future project, funding and implementation.
8. Work in line with the Mission and Values of Youth Cymru
9. Develop, promote and apply a professional culture that promotes inclusion and actively values equality and diversity.
10. Effectively maintain data collection and recording on Youth Cymru CRM.

| <b>Person Specification</b>   |                  |                  |
|---|------------------|------------------|
| <b>Qualifications Knowledge and Experience</b>  | <b>Essential</b> | <b>Desirable</b> |
| JNC Qualified to level 2 in Youth and Community Work (or recognised equivalent) or willingness to work towards.   | x                |                  |
| Relevant qualifications in, or evidence of training in, any of the following: <ul style="list-style-type: none"> <li>• Trauma Informed Practice</li> <li>• Motivational Interviewing Techniques</li> <li>• Mentoring</li> <li>• Solution-focussed brief therapy</li> <li>• Counselling/counselling skills</li> <li>• Other relevant trainings</li> <li>• Training</li> <li>• Assessment and verification</li> </ul> |                  | x                |
| At least 3 years' experience working within an informal setting with young people aged 11-25.   | x                |                  |
| Experience of a strengths/asset-based approach when working with young people.  | x                |                  |
| Knowledge of IT and media platforms to record promote and deliver projects, including *virtually.   |                  | x                |
| Eligible and willing to be registered with the EWC  |                  | x                |
| Experience in supporting children, young people and their families to engage with youth work projects and programmes as appropriate.  |                  | x                |
| Experience of producing high quality, accurate records using management information systems for the effective use of evaluation tools/outcome measures to monitor the impact of mentoring interventions.  |                  | x                |
| Proven track record in assisting in the reduction of personal barriers to engagement in education, training and/or employment.  |                  | *                |
| Ability to apply appropriate professional boundaries respectful of confidentiality, maintaining privacy, dignity and the sensitive nature of the service, adhering to the principles of GDPR.   | *                |                  |
| Working knowledge of the application of the Wales Safeguarding Procedures (including contextual safeguarding).  | *                |                  |
| Knowledge of issues affecting children, young people, their schools and their communities.  | *                |                  |
| Experience of working effectively within networks to include schools/education and other community settings.  |                  | x                |
| <b>Attributes</b>   | <b>Essential</b> | <b>Desirable</b> |
| An ability to remain professional and calm whilst working under pressure.   | *                |                  |
| Excellent ICT, written and oral communication skills and presentation skills.   | *                |                  |
| Ability to be creative and proactive, able to use initiative and  | *                |                  |

|  |   |   |
|--|---|---|
| make sound professional judgements where required.   |   |   |
| Current, clean, driving licence with access to own vehicle and business insurance.   |   | * |
| An ability to effectively manage a caseload, deal with a number of tasks at once and to be flexible with work routines in line with the demands of the service provision (to include unsociable hours, when required). | * |   |
| Eligible for Education Workforce Council (EWC) registration in the applicable category of Youth Worker/Youth Support Worker.   | * |   |
| Eligible to apply for an Enhanced category Disclosure and Barring Service (DBS) check before employment commences. Any offer of employment is subject to a satisfactory check.   | * |   |

**NB:**

These duties and responsibilities described are not a comprehensive list and additional tasks maybe assigned to the employee from time to time. The scope of the job may change as necessitated by operational, organisational demands or the needs of young people; this will be negotiated and will aim not to place the employee at a disadvantage. Changes could include job title, location, operational responsibilities in line with national funding, hours of work and pay.

If you are interested in applying for this position, please send your CV together with a letter of support to the email below. This letter should contain a personal statement, explaining why you are interested in the job, describing how your experience, skills, qualifications and abilities make you a suitable applicant for this role. Please also complete our equal opportunities form and return by email together with your letter to; [hr@youthcymru.org.uk](mailto:hr@youthcymru.org.uk)

If you have any questions about the post and would like to arrange to discuss the vacancy or simply to find out more about Youth Cymru please email [hr@youthcymru.org.uk](mailto:hr@youthcymru.org.uk)

**Letter of Support - Your Personal Statement**

To ensure you are selected for interview it is important that you write a personal statement providing any additional information about you, which you feel is relevant to the role. Please ensure that you have provided information, examples and evidence to illustrate how you meet the elements of the Person Specification and the values of Youth Cymru.

You should refer to any relevant experience acquired inside work and if appropriate, outside of work, (e.g., community, voluntary or leisure interests). To be selected for interview you must demonstrate that you meet these criteria to a greater relevance and/or depth than others who are also applying. Evidence your suitability, by going beyond making simple statements. For example, if the job description requires that you are “highly motivated with excellent communication and numeracy skills”, simply saying “I am highly motivated with excellent communication and numeracy skills”, will not be sufficient. You must include descriptions and examples from your experience (in and/or out of work), which demonstrate you having and using these skills.

Appointment will be subject to 2 references and an Enhanced DBS check.

**Application deadline**

Midnight, 9<sup>th</sup> September 2023.

|                   |   |
|-------------------|---|
| <b>Interviews</b> | Interviews are planned the week beginning 18 <sup>th</sup> September 2023. Venue to be confirmed. |
|-------------------|---|



Youth Cymru  
Unit D  
Upper Boat Business Centre Treforest  
Rhondda Cynon Taff  
CF37 5BP

Tel: 01443 827840  
email: [mailbox@youthcymru.org.uk](mailto:mailbox@youthcymru.org.uk)  
[youthcymru.org.uk](http://youthcymru.org.uk)  
[@youthcymru](https://www.instagram.com/youthcymru)

Registered as The Welsh Association of Youth Clubs  
Charity No. 1163959  
Company No. 02646433

