

# MADE4U IN ML2

## Youth Development Worker (2020)



Making a Difference Especially for You in ML2

<b>REPORTS TO:</b>	Project Manager (On Behalf of the Board of Directors)
<b>RESPONSIBLE FOR:</b>	Working with young people (11-25) to overcome challenge; grow in confidence, develop connections and positively impact change in their communities; Working in Partnership; and the Management and Development of People.
<b>SALARY &amp; EMPLOYMENT TERM:</b>	£21,000 - 23,400 pro-rata experience dependant, increasing annually. Study days and additional benefits available also. Open to discussion on salary and benefits for the right candidate.
<b>HOURS OF WORK:</b>	28 Hours per week. Availability for evening and weekend work essential.

### ORGANISATIONAL DESCRIPTION:

MADE4U IN ML2 is run by a small staff team, supported by a dedicated working board and an amazing body of volunteers; we operate out of a local community centre. Motivated by our belief in God's love for us, it is our mission to work in the ML2 area to see people encouraged, empowered and engaged; making a difference that matters in their community.

*Our vision is to see a community free of isolation, free of low self-worth and free of lack of opportunity for change. Together, we see a community full of connection, of confidence and ready for change.*

At the core of who we are, we desire to see people making a change for themselves, not that we would change things *for* people. It is our job to walk *alongside* and *with* people in our area. Our work ranges from the very young in parents and toddlers work, to working with older groups, with a core focus on youth work.

Central to our work are our five values, which are as follows: Believing in Difference, Acceptance, Refuge, Hope and Love. If you want to read more about these values and our work, our most recent annual report can be found on our website (<http://made4uinml2.com/about-us/annualreport18-19/>)

We have three main priority areas we want to make a difference in:

1. Young People, Young Adults, and Children;
2. Positive Mental Health, and Connecting Faith Communities; and
3. Breaking Down Barriers, and Networking & Signposting.

Within these areas, we are running or supporting afterschool clubs, youth groups, support for young leaders, healthy activities, clubs and groups for the elderly and/or isolated, parent and toddler groups, for example.

### MAIN PURPOSE OF ROLE:

The postholder will be responsible for supporting young people (aged 11-25) to overcome challenge; grow in confidence, develop connections and positively impact change in their communities. The role will help young people live fulfilling lives and inspire change in the world around them.

You will additionally be responsible for recruiting, developing and coordinating a team of youth workers and volunteers to deliver detached sessions, one-to-one work, young people-led group activities, open access youth clubs, school based early support work, alternative education work and residential experiences that enable young people to overcome disadvantage, and develop personal, social and spiritual well-being.

You will also be responsible for ensuring MADE4U IN ML2's activities adhere to policy guidance as well as funder requirements.

\*\*This role has a genuine occupational requirement that the successful candidate must be a committed and practising Christian and will be understanding of the Christian values, ethos and mission that MADE4U IN ML2 is founded upon

## **MAIN RESPONSIBILITIES:**

### **Development of work with Young people – 60%**

- To pioneer, develop and deliver youth work in the ML2 area in response to the interests and needs of young people creating new and innovative opportunities to build confidence, character, skills, and aspirations.
- To develop relationships with vulnerable and disadvantaged young people through various members, such as detached and outreach work, home visits and through informal contact during the school day and in the evenings.
- To develop a range of positive, young people-led activities such as sports, arts, music and other special interest groups that enable young people to explore their potential and develop new skills and interests.
- To support and champion alternative education provision including small-group accredited learning activities and 1:1 support in secondary schools.
- To provide one-to-one support with a focus on identified needs e.g. mental health, homelessness, offending behaviour and substance misuse, facilitating referral to other specialist services when required.
- To plan and lead residential programmes and trips with young people which develop aspirations and opportunities as well as develop leadership potential.
- To support annual seasonal activities in any way possible; including holiday clubs and community trips.
- To lead and facilitate opportunities for young people to explore their values, and beliefs thereby encouraging their personal, social & spiritual wellbeing.

### **Work with Partner Organisations – 10%**

- To foster and develop partnership working with external organisations and agencies who are seeking to deliver effective youth work provision in the ML2 area.
- To attend and represent MADE4U IN ML2 at partnership meetings.
- To develop partnerships with secondary schools and key members of staff and support pupils who may be struggling with mainstream education.

### **Management and Development of People, Processes and other Resources – 30%**

- To oversee, develop and coordinate MADE4U IN ML2's youth work.
- To enable the recruitment, training and management of teams of volunteers, sessional workers and young leaders from the community to act as positive role models.
- To develop links with facilities within the community including schools, recreation grounds, cafes and business etc that are suitable venues or supporters for the delivery or support of youth work activities.
- To develop practical links and support networks with local churches and Christian organisations.
- To implement MADE4U IN ML2'S policies and procedures in all work within the agreed area of work.
- To actively engage in team meetings and contribute to programme development and action plans.
- To contribute towards the spiritual ethos and Christian values of the organisation by sharing in the leading team meetings and reflections, etc.
- To be a key face-to-face contact with the public, representing MADE4U IN ML2 to individuals and organisations and in generally reflecting the Christian values and ethos of the organisation
- To recruit and manage students and volunteers within designated area of responsibility.
- To make sure that effective monitoring and information/data gathering is being undertaken to demonstrate the impact of our work within the area of youth work.
- To produce written materials and photographs suitable for inclusion in reports.
- To contribute significantly to the preparation of grant and trust applications, and support in the development of our personal sponsor and donor network.

In addition to the duties set out in this job description the worker may, from time to time, be required to undertake additional or other duties as necessary within his or her capabilities and status.

## QUALIFICATIONS & WORK EXPERIENCE (Essential)

- Possession of a relevant Community Work, an otherwise relevant qualification, or significant relevant experience (min 3 years)
- Minimum of 3 years experience working with young people towards developing their personal, social and spiritual goals, with a proven track record of change
- Experience of managing staff and volunteers
- Track record of good partnership work
- A current driving licence.
- Satisfactory PVG check

## KNOWLEDGE & SKILLS

### *Essential*

- Proven ability to pioneer and develop work in response to the needs of young people.
- An ability to foster a creative, innovative and dynamic approach to community involvement (/youth work)
- Experience of empowering volunteers and young people to participate in projects
- Excellent written and IT skills
- Ability to manage medium to large budgets effectively
- An ability to work flexibly
- Ability to plan, manage and prioritise own workload
- Ability to contribute effectively to a dynamic and organic team life
- An ability to encourage and inspire co-workers and young people to be all they can be
- A deep understanding of youth work and provision for marginalised young people
- An awareness of safeguarding processes and a commitment to best practice
- Effective time management skills
- Ability to think outside the box and develop programs and vision
- Ability to make reasoned decisions
- Ability to plan and prioritise workload within a context of multiple demands
- Ability to relate to and work with professionals in a variety of contexts

### *Desirable*

- An understanding of social media and/or video editing skills
- Excellent presentation skills
- Experience of grant fundraising
- Experience of managing safeguarding processes, risk assessments, etc for projects

## PERSONAL ATTRIBUTES

- Integrity
- Dynamic and enthusiastic leader; able to see the bigger picture and inspire others
- Articulate and able to communicate effectively with colleagues, partners, young people and members of the wider community
- Ability to integrate Christian understanding with professional practice that makes a difference
- Ability to work as part of a team
- Sense of humour
- Ability to work under pressure and responsive to circumstance, situation and deadline

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