

Hawkhill Community Association Ltd
132 Hillcrest Drive
ALLOA
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HAWKHILL COMMUNITY ASSOCIATION LTD



Job Description

Job title : Youth Development Worker

Organisation : Hawkhill Community Association

Hours of Work : 35 hours per week - fixed term 3 year funded post

Salary: £23,000 – workplace pension, 28 days holidays

Job Purpose:

- To promote and help to deliver social education opportunities with young people within Hawkhill Community Centre
- To work directly with young people and support them to develop, undertake and maintain a programme of youth work opportunities
- To work as part of a team of part time paid and voluntary staff
- To develop positive relationships with young people, other youth workers and members of the wider community

Main tasks:

- Contribute towards the general running and organisation of the youth programme and its related activities
- Share responsibility for initiating and undertaking projects and activities within the youth work programme which are fun and educational
- Involve young people in such initiatives ensuring real participation and developing feelings of ownership
- Attend regular staff and supervision meetings
- Take part in relevant youth work training
- Occasionally take part in residential or weekend work
- Monitor numbers of participants and volunteers



You will need to 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
- excellent interpersonal skills, with the ability to establish and maintain good relationships with young people
- patience, tolerance and flexibility, a friendly, cheerful, positive and self-driven nature, able to work independently and as part of a team
- a sense of adventure and a willingness to try new things
- the ability to treat young people's concerns with respect, tact and sensitivity, while being aware of the limits that are required by confidentiality and the boundaries that govern the youth/youth worker relationship
- a great deal of resilience
- an interest in, or talent for, sport or performing arts - not essential but this can be helpful.
- A working understanding of equality and diversity with the ability to challenge discriminatory behaviour

PERSON SPECIFICATION

The following are the criteria that will be used for shortlisting:

Skills, Knowledge and Abilities

Essential

- An appropriate professional qualification eg NVQ Level 2 in youth work or equivalent
- Ability to engage at times hard to reach young people and confidently challenge negative behaviours.
- Experience of empowering young people to be heard within their community, challenge stereotyping and seek opportunities to shed a positive light on young people's contribution.
- Experience of delivering youth clubs and community development
- The ability to provide a positive role model for young people
- A background in supporting and motivating individuals to achieve their potential
- Experience of working with and supporting volunteers
- Knowledge and experience of working with young people
- Experience of delivering a peer mentoring programme
- High level of communication, interpersonal and presentation skills, including experience of writing accurate and concise reports
- Experience of working on his/her own initiative to an agreed action plan
- Understanding and promotion of equal opportunities in both staff and client work.
- Ability to work effectively as part of a team with shared and overlapping objectives
- Current clean Driving licence and access to a vehicle
- A "can-do" approach
- Ability to work flexibly
- Enthusiasm and stamina
- Commitment to motivate and inspire disaffected young people to achieve their potential

Desirable

- Ability to use information and communication technology
- Experience of managing a budget
- Knowledge of the local community, its voluntary organisations and agencies
- Experience of managing Health and Safety including risk assessment
- Experience of dealing with a range of issues facing young people from a variety of backgrounds
- Experience of developing and delivering qualifications
- First Aid qualification

Closing date for applications is: Friday 30th April 2021 at 5pm

PVG Scheme membership is mandatory

For more information or to request an application pack please email sandra@hawkhillcc.org.