**JOB DESCRIPTION**

**POST : Intensive Family Support Worker (Full-Time; Possible job share)**

**RESPONSIBLE TO :** Manager

**PURPOSE OF JOB:**

This post is for Granton Youth Intensive Family Support worker. The post holder will support families with teenagers experiencing difficulties with dynamics/breakdowns in relationships exacerbated by family stress. The work will be supported by GY’s Counselling Service. The aim is to reduce isolation and improve mental wellbeing, by supporting young people and their parents. This will be achieved by providing a variety of interventions to improve confidence and communication and reduce conflict within the home. We know that relationships young people have with parents is crucial to their self-esteem and confidence. This is an opportunity for GY to support building confidence of parents in how they parent and, as a result, improve the well-being of young people. Working with parents to enable them to overcome the barriers they have due to living in an area of multiple socioeconomic deprivation and the additional pressures that brings to bear on local families in managing associated stress of living in poverty and provide adequate support - more essential than ever as a result of the pandemic.

This project wants to support young people in their own homes by giving parents an opportunity to voluntarily participate, seek support from a trusted source. GY will provide a service to families, not on the radar of social services, where targeted/supportive intervention could help them communicate more effectively/reduce conflict within the home.

The post holder will enable parents of teenagers to develop and participate in peer mentoring and support programmes alongside a programme of 1:1 support and groupwork for young people experiencing difficulties at home.

This will be achieved by providing:

* targeted/supportive intervention
* intensive support to develop knowledge/skills and improve interaction between parents/carers and their teenage children to increase the emotional wellbeing/confidence of both
* 1:1 support for parents/carers of teenagers who have expressed difficulties at home to support their learning/development/build their confidence in managing their relationships
* 1:1 support for young people who have expressed difficulties at home are supported with their learning/emotional development.

Prospective candidates must have some experience of community and/or youth work or counselling/coaching A programme addressing issues, identified by participants, to support and improve their life, social, emotional, practical and family skills; and in doing so enabling their teenagers to feel more confident and supported. The aim of this project is enable and facilitate parents to engage more in their community, increase their social network and reduce isolation. Through conversations with parents and other local community groups the needs are to build resilience; create confidence; develop social and practical skills through a programme of peer mentoring, groupwork and one-to-one support, counselling and coaching.

**Responsibilities and Duties**

* To lead the group and design, in conjunction with participants, a programme of activities, information and support.
* Individual and groupwork planning
* To support and motivate participants to be involved in design, planning, development, decision-making processes and evaluation.
* To provide a safe, secure and stimulating environment for parents and their teenage children.
* To complete regular monitoring and evaluation reports for the project.
* To ensure the delivery of activities which adhere to GY policies e.g. Health & Safety, Child Protection and Confidentiality etc.
* To participate in relevant training opportunities.
* To manage appropriate resources.
* To undertake all appropriate duties as requested by Manager

**DECISIONS MADE IN COURSE OF JOB**

Decisions taken will include those related to the following:

* Programme design, content and associated tasks
* Monitoring and evaluation
* Recruitment of participants
* Intensive 1:1 support
* Individual and group activities
* Implementation of GY policies and best practice

**SUPERVISION RECEIVED**

The post holder will be supported and supervised by the Manager

**EDUCATIONAL/VOCATIONAL QUALIFICATIONS REQUIRED**

Staff must have a minimum HNC in Working with Communities/Counselling or related faculty or a minimum of five years youth work experience at a senior level.

**EXPERIENCE REQUIRED**

The post-holder must have an excellent understanding of youth work competencies and a knowledge and insight of the current issues facing local families in North Edinburgh. The post-holder must have excellent written and verbal communication skills and a track record of working with people from marginalised areas. The successful candidate must have experience of programme-design to meet objectives set by funders whilst being cognisant of the needs of participants.

**COMPLEXITY**

The post will involve working with young people and their parents, alongside a wide range of other agencies, implementing GY policy and best practice, monitoring and evaluation, programme planning/development/delivery, gathering local intelligence regarding current issues impacting families.

This post requires skills to engage well with people from a variety of backgrounds, including the empathy and understanding, to engage with those identified to take part who may have issues with confidence and communication. Therefore it is important the post-holder has excellent communication skills.

The post-holder will devise, develop and implement programmes of activities, evaluations, imaginative and innovative responses to challenges being faced by the participants. They will be responsible for developing innovative methods of engaging marginalised and isolated families.

The post-holder will be expected to liaise and recruit from a variety of agencies and partners including, schools, colleges, youth work agencies, social services, health services and other local agencies and organisations as required.

This post could operate as a job share for a parents’ worker and a young people’s worker.