

JOB DESCRIPTION

Youth Worker

Closing Date:	5 th July 2021 5pm (extended)
Interview date:	13 th July 2021
Contract Details:	Permanent, part time, 8 hours per week Based in Dumfries £19,317 to £21,434 per annum pro-rata (dependent on experience)

May 2021

Dear Applicant,

Thank you for your interest in working for LGBT Youth Scotland.

Who we are:

We are Scotland's national charity for LGBTI young people providing spaces for lesbian, gay, bisexual, transgender and intersex young people age 13 to 25 to explore who they are in a safe and affirming way; to unlock their potential helping them feel confident, resilient and optimistic for the future.

Our vision is to make Scotland the best place to grow up for LGBTI young people. For the last 30 years we have played a leading role in the provision of quality youth work to LGBTI young people that promotes their health and wellbeing and are a valued and influential partner in LGBTI equality and human rights.

Every year we deliver over 800 youth group sessions and 1500 one-to-one support sessions, including digital to more than 1000 young people. To enable us to deliver our work for young people we have a team of around 45 supported by over 100 volunteers based across the country.

To find out more, please visit our website at www.lgbtyouth.org.uk where you can view the many aspects of our work.

How we work:

LGBT Youth Scotland is focused on being led by young people while supporting them to develop in a safe and supported environment. We achieve this through our excellent team of staff and volunteers who all make a significant difference in young people's lives. It is our passion and drive to support young LGBTI people across Scotland that defines us as a team and underpins all we do.

With need for our services increasing, we are responding by focusing our activities on where we can have greater impact, driven by evidence. Supporting our staff and volunteers to be healthy, safe and happy in their roles is central to this. We invest in our team so we can be the best we can be and to better support the young people we engage with across Scotland.

Our values are also important to us. We are committed to

- To promote equality and human rights
- To take a community learning and development (CLD) approach
- To be reflective, accountable and ensure quality in what we do
- To be innovative and fun

We work to ensure that our services are accessible and young people's experience and outcomes are positive and that there is an inclusive working environment for all staff and volunteers.

Your New Role:

As a Youth Worker, you will play an important part in helping us deliver our youth work services in Dumfries and Galloway. You'll join our South Scotland team, delivering our youth work provision face to face and through our 'Pride and Pixels' Discord platform.

As this post involves direct work with young people, if you do not hold a membership already, you will be required to obtain PVG scheme membership through Disclosure Scotland if successful at interview.

The Charity will complete these checks with you. Your employment will be confirmed after successful PVG, references and right to work checks.

If you feel you have the relevant experience and can meet the essential criteria in the job role, we would love to hear from you. We always welcome applications that demonstrate the skills and criteria we need, whether that be in a professional or volunteer capacity.

We also appreciate that the best person for the job might not have all the essential and desirable criteria, so if you are unsure whether your skills and experience fit the specification, please contact kerry.riddell@lgbtyouth.org.uk for an informal conversation prior to applying.

We look forward to receiving your application.

Kerry Riddell

Youth Work Manager South

Terms & Conditions

- **Job Title:** Youth Worker
- **Pay:** £19,317 to £21,434 per annum pro-rata (dependent on experience)
- **Location:** Based in Dumfries
- **Hours:** 8 hours per week
- **Leave:** 35 days per annum, inclusive of 10 days at Christmas and New Year (pro-rata for part-time staff)
- **Probation:** 6-month probation period
- **Pension:** Opportunity to opt in to TPT Solutions Flexible Retirement Plan
- **Benefits:** Enhanced Sickness, maternity, paternity, and adoption policies.
An annual leave entitlement that increases by 2 days after 3 years length of service.
Flexible and agile working options and up to 3 days leave to volunteer for another organisation.

Equality Statement

LGBT Youth Scotland embraces and celebrates diversity and equal opportunity for all. The more inclusive we are, the better we can make Scotland for LGBTI young people. We are committed to building a diverse and inclusive team which leads to better discussion, decision making and impact. It also better reflects the young people and society we support.

We want to hire the right candidate for each role and are committed to promoting the human rights and dignity of each human being, including equality of opportunity inclusive of sexual orientation, gender or transgender identity, race, age, disability, religion or belief and socio-economic status. We work to ensure that our services are accessible and young people's experience and outcomes are positive and that there is an inclusive working environment for all staff and volunteers. We support flexible working arrangements and adjustments where needed.

How to apply:

Visit www.lgbtyouth.org.uk/jobs/vacancies and fill in the online application form for your chosen job. If you want to help us make LGBT Youth Scotland a more diverse organisation then please also fill in the equal opportunities monitoring form which is kept separately from your application form and is not used as part of the short-listing process.

Please e-mail helpdesk@lgbtyouth.org.uk if you need the application form in an alternative format including large print.

Shortlisted candidates will be invited for an interview held digitally.

For more information or guidance on this position contact

Kerry.riddell@lgbtyouth.org.uk



ROLE PROFILE

Role Title: Youth Worker	Team: Youth Work Team Location: Dumfries
Pay: £19,317-£21,434 per annum (pro rata), dependant on experience Contract: Permanent, Part-Time 8hrs per week	Agreed by: Nicola Booth, Head of Youth Work Date: May 2021
Core Purpose of the Role: <ul style="list-style-type: none"> • To support the delivery of our youth work across the area and promote improvements in health and wellbeing. • To support young people's involvement in the planning and delivery of youth work that meets their needs. • To work as part of the Youth Team to participate in events, training and community development activity. • To work in partnership with key local stakeholders. • To build an evidence base for youth work using LGBTYS learning, planning and evaluation work. 	
Principal Responsibilities: <ul style="list-style-type: none"> • To support the delivery of our youth groups for LGBT young people aged 13-25. • To plan, deliver and evaluate activities which support the health and wellbeing of LGBT young people, within LGBT youth and mainstream services. • To provide goal-oriented support for LGBT young people. • To work alongside young people to design and deliver a creative LGBT inclusive service. • To record and evaluate the work using the appropriate methods. • To recognise the input of group members and where appropriate support them on their journey to accreditation. • To understand and abide by the policies of the organisation including Health and Safety, Equality and Diversity, Confidentiality and Safeguarding. • To provide information and support to the volunteers who help deliver the groups. General Duties <ul style="list-style-type: none"> • To attend team meetings, supervision and other meetings as required. • To carry out such other duties as agreed with the organisation. • To submit timesheets and comply with such other administrative arrangements as required. 	



CANDIDATE SPECIFICATION

	Essential	Desirable
Education & Qualification	<ul style="list-style-type: none"> Experience of delivering youth work and a working knowledge of youth work outcomes. 	<ul style="list-style-type: none"> Degree in Community Education, Social Work, teaching or a similar discipline
Experience, Knowledge and Expertise	<ul style="list-style-type: none"> Experience of supporting and working with young people Good knowledge and understanding of equalities issues and the issues affecting LGBT young people Group work experience 	<ul style="list-style-type: none"> Knowledge of other support services for young people in the area Experience of involving young people in projects as peer leaders and/or consulting with young people Experience of working with carers and parents Experience of delivering workshops Experience of supporting staff and volunteers Driving license

Critical Personal Attributes	
Delivering results	<ul style="list-style-type: none"> Highly organised with a commitment to effective planning, delivery, monitoring and evaluation of projects Conscientious approach to meeting deadlines and delivery of work to meet the needs of young people and other stakeholders. Ability to effectively record and manage sensitive information
Personal effectiveness	<ul style="list-style-type: none"> Ability to articulately and confidently communicate with young people, colleagues and external stakeholders Ability to build effective relationships with colleagues and external stakeholders Comfortable and able to work with difficult situations
Young Person centred	<ul style="list-style-type: none"> Awareness and commitment to meaningful youth participation Awareness of the issues which can affect LGBT young people's lives Ability to work in an empathetic young person centred way Ability to prioritise issues relating to child protection and vulnerable adults work
Working practices	<ul style="list-style-type: none"> Ability to work flexible hours (including evenings and weekends) Commitment to individual rights, equality, and anti-discriminatory practice Ability to maintain robust professional boundaries with clients Ability to work remotely and use initiative