

Job Description

Youth Engagement Leader, Our Future Leaders project

Full time (37 hours/week) or Part time (30 hours/week)

Currently funded until 31 August 2023

Working with and for young people to design and inform service change and development, and to initiate new programmes of support that are inclusive, innovative and responsive to their needs.

About Cyrenians

For over 50 years, Cyrenians has tackled the causes and consequences of homelessness. We understand that there are many routes into homelessness, and that there is no 'one size fits all' approach to supporting people towards more positive and stable futures. That's why all our work is values-led and relationships-based. We meet people where they are, and support them towards where they want to be.

Our Vision is an inclusive society in which we all have the opportunities to live valued and fulfilled lives. We work to make that vision a reality by our Mission to support people excluded from family, home, work or community on their life journey.

We aim to offer consistently excellent service across all locations and in all our activities. Our way of working is built on our four core values:

Compassion: we believe that everyone should have the chance to change, no matter how long that might take.

Respect: we believe in tolerance, acceptance, valuing diversity and treating each other as equals.

Integrity: we are committed to the highest quality of work, grounded in honesty, generosity, sincerity and professionalism.

Innovation: we are willing to take risks, challenge convention and be very creative in our search for new ways of working, in particular by taking account of the environmental impact of our decisions.

1 General

The Promise (<https://thepromise.scot/>) made clear the extent of change required to ensure every child in Scotland can grow up loved, safe and respected, and able to realise their full potential.

Our Future Leaders project is at the core of Cyrenians' efforts to #KeepThePromise, it is an ambitious and exciting cross-organisational project which uses lived-experience to inform, change and develop young peoples' services. We want to ensure that young people have a strong, meaningful and sustainable voice in our existing services, as well as future developments across the organisation.

We are looking for someone who has the ability to listen and learn from young people; a passion for change; a desire to make a difference; and a strong track record of working with young people.

We have high hopes that the young people engaged with Our Future Leaders will be able to use their transferable life-skills to deliver real and lasting change, not only within Cyrenians but as future leaders they will be ideally placed to influence policy and practice across the sector and, in doing so, transform the way future services are designed and delivered.

2 Tasks and Responsibilities

Your primary role will be to lead and deliver the Our Future Leaders project. Key tasks will include:

- Engage with, build and maintain positive relationships with young people who use, or have used, Cyrenians' services
- Continue developing our Youth Forum to support young people to inform change in our existing services, and design new activities and/or programmes of support which are inclusive, innovative and responsive to their needs.
- Continue Cyrenians' Ambassadors programme for former residents of our communities - recognising their knowledge, affirming their value, and celebrating their lived experience.
- Deliver and evaluate a programme of workshops (including sessions facilitated by former residents) based young people's requests. These are likely to include: wellbeing through art, communications, managing relationships, food education, conflict resolution & emotional self-care.
- Organise and deliver - in conjunction with young people - leadership residential (subject to Covid restrictions) for those who participate in the workshop programme.
- Engage with the National Champs Boards and other The Promise networks to share the development of this project with other care experienced young people
- Support and encourage participants to learn about and, where appropriate, engage with other Cyrenians' services e.g. food education, arts projects, careers and employability support
- Promote and raise awareness of: Cyrenians commitment to #KeepThePromise; the United Nations Convention on the Right of the Child (UNCRC); and our Child Rights Wellbeing Impact Assessment (CRWIA) tool that supports staff to assess service design and delivery.

- Build and maintain partnerships with relevant external bodies across the children and young people’s sector and beyond.
- Create opportunities for paid placements for young people within the project, and supervise young people on such placements and/or in volunteering roles
- Be responsible for day-to-day budget management (with line manager)

3 Personal Specification

Experience and skills:

Working directly with young people in participatory and inclusive ways	Essential
Designing and delivering workshops, events and/or residential activities	Essential
Strong verbal and written communication skills, including the ability to adapt styles to a range of situations and audiences	Essential
Being pro-active, working on own initiative and organising own workload to manage competing demands	Essential
Use of recording, monitoring and evaluation systems	Desirable
Lived experience of homelessness/care experience	Desirable
Experience of partnership working across services and/or sectors	Desirable

Knowledge of:

Scotland’s safeguarding and child protection laws, policies and procedures	Essential
The UN Convention on Rights of the Child and implementing child’s rights-based approaches	Essential
The findings of the Independent Care Review and The Promise Plan	Essential
Children’s Rights and Wellbeing Impact Assessments (CRWIA)	Desirable
National and local young people’s organisations	Desirable
Trauma informed practice	Desirable

Training and Qualifications:

Relevant qualification (or equivalent experience) in youth development or youth work	Essential
Relevant qualification/experience in mental health/wellbeing and/or human rights work.	Desirable
Clean driving licence and regular access to car or willing and able to travel using public transport.	Desirable

Values and attributes:

Conscientious and hard working	Essential
Committed to learning and developing new knowledge and skills	Essential
Positive thinker and creative problem solver	Essential
Patient and respectful of all people, whatever their background or presenting behaviour	Essential

Passionate about supporting young people to participate meaningfully in their community.	Essential
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4 Terms & Conditions

<u>Employer:</u>	Cyrenians
<u>Accountability:</u>	Cyrenians' Board of Trustees (via Cyrenians' Chief Executive Officer)
<u>Line Manager:</u>	Alan Jeffrey – Project Coordinator
<u>Liaison with:</u>	Residential communities and other services working with young people
<u>Workplace:</u>	Blended working – Cyrenians head office, Norton Park EH7 5QY and working from home
<u>Working Hours:</u>	Full time - 37 hours per week, or Part time – 30 hours per week
<u>Annual Leave</u>	25 days plus 10 public holidays (pro rata)
<u>Salary:</u>	£26,068 – £28,639 (scale points 25-28) per annum. This equates to £17,613 per annum for part time 30 hours per week at SCP25
<u>Pension:</u>	Auto-enrolment into Qualifying Workplace Pension Scheme (QWPS) which is a Group Stakeholder Pension Scheme – current contributions being 5% employee and 3% employer. Option of enhanced Employer contributions to the same QWPS of 6% initially, rising to 9% after 2 years and 12% after 5 years (subject to employee contributions of 6%)
<u>Duration:</u>	Funded until 31 August 2023
<u>Disclosure:</u>	PVG membership required

5 Application Deadline and Interview Dates

Closing date:	10am on Friday 20th May
Interview date:	Thursday 26th May
Second stage:	TBC

Please refer to the Recruitment Information leaflet for further information on completing and submitting your application form.

If you would like to discuss any of aspect of the role before applying then please do not hesitate to contact Alan Jeffrey at alanjeffrey@cyrenians.scot to arrange a discussion.