**Employer:** The Pavillion (Greater Easterhouse)

**Title:** Youth Worker

**Reports to:** Team leader

**Hours:** Varying, including daytime, evening, weekends, school holidays and occasional residential periods as required.

**Hourly Rate:** £8 - £11 per hour depending on age and experience.

**Pension:** 3% contributory pension.

We are a fast-paced and progressive organisation, that aims to support children, young people, and their families through the provision of positive activity.

The Pavillion makes a commitment to contribute to the Scottish Government’s National Performance Framework and its contribution to the UN Sustainable Development Goals in supporting our community to adapt to life in 2021 and beyond. With poverty, digital exclusion, and rising unemployment prevalent in our community and as the nation recovers from the Coronavirus pandemic, The Pavillion have identified and embedded the following key themes into their business strategy and programming:

· Participation

· Mental Health & Wellbeing

· Life skills & Employability

· Attainment

· Digital Inclusion

The Pavillion supports and serves its community by; ***continually striving towards an inclusive facility; a progressive organisation that meets the needs of its community*** and ***being a knowledgeable and informed organisation.***

**Purpose of Job**

Working under the direction of our Team leader, Youth Workers are key to ensuring the successful delivery of our provision for young people. The role will include the development and delivery of specific youth work projects and programmes delivered in accordance with the policies and procedures of the organisation, helping young people to develop personally, socially, and educationally. The role will include providing support to vulnerable and at-risk service users. Also responding to their needs, encouraging, and enabling achievement, self-expression, positivity, confidence, and the development of self-esteem based on equality and respect for each other.

**Roles and Responsibilities:**

Working as part of a team, roles and responsibilities will include:

1. Work in a collaborative approach across the team to support in the development and maintaining of the overall youth work programme.
2. Reporting to The Team Leader in all matters relating to the development of the programme delivery.
3. Supporting in the planning and delivering of a creative and progressive programme of youth activities in collaboration with young people and the youth work team.
4. Development of a social and education programme and generic activities that are responsive to local needs.
5. Involve children and young people in contributing to the development of the organisations programme of activities.
6. Working with the young people in a variety of settings and locations.
7. Respect of project premises, work locations and equipment.
8. Forming and maintaining appropriate professional boundaries with young people and volunteers.
9. Developing and implementing activities in accordance with the organisations policies and procedures.
10. Contribute overall to the ongoing monitoring and evaluation of the sessions as directed as well assisting your team when required.
11. Participation of support and supervision in accordance with the organisation's supervision policy.
12. Carrying out such other duties as directed and as appropriate to the post.
13. Developing and implementing activities that meet health and safety legislation the organisations Covid19 response policy.
14. Support the programme leads to engage the young people in issue-based projects/workshops throughout the youth work programme.

**Person Specification:**

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| **Requirements** | **Essential**  | **Desirable** |
| **Qualifications** | * Good standard of general education or equivalent
 | * Youth work qualification or equivalent in a related field
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| **Knowledge and Experience** | * Experience of supporting children and young people in an informal environment
* Can demonstrate basic principles of Youthwork
* Understanding how to establish boundaries, challenging behaviour and de-escalate conflict
* The importance of safeguarding in providing a safe environment for young people
 | * Has a working knowledge and experience of the Principles of Youth Work
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| **Skills** | * Good communication skills, both written and verbal
* Ability to listen to and engage with children and young people in a positive, supportive, and challenging way.
* Experience of facilitating/over-seeing youth activities
* Understanding of the roles, responsibilities, and core values of being a Youth Worker.
* Creative approach to activities to promote engagement
 | * Experience of monitoring and evaluation processes – contributing and supporting the planning, delivery, and evaluation of activities and programme.
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| **Personal Attributes** | * Self-motivated with a ‘Can do’ attitude
* Flexible and adaptable to the needs of the young people
* Creative & Innovative
* Commitment to continued learning and development.
* Promotes equal opportunities
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