



Inspiring Young Voices

Children and young people creating a better quality of life for all

Job Description and Person Specification

Youth Participation Worker

Role: Youth Participation Worker

Hours: 17.5 hours a week (flexible), including evening and occasional weekend work

Salary: £28,756 (pro rata)

Reports to: Inspiring Young Voices Participation Lead

Based: Mix of home and office in Inverness with travel throughout Highland

Pension: 8% employer contribution

Annual leave: 37 days (pro rata), including public holidays

Contract type: Fixed term post initially for 12 months

Inspiring Young Voices is a SCIO (Scottish Charitable Incorporated Organisation) whose objective is to enable children and young people, particularly those with additional support needs/disabilities, to have their voices heard – where and when they wish.

Are you passionate about giving children and young people a voice and enabling them to be actively involved in decisions that affect their lives, to speak out about their rights and to campaign for change?

Do you want to make a difference to the lives of children and young people in Highland with diverse needs and experiences?

We are looking for a special individual with energy and enthusiasm for youth participation and engagement work who is passionate about enabling the direct voice of young people experiencing challenges in their lives to be heard.

The young people we work alongside told us:

“We would like a fun, bubbly and chatty person who loves working alongside young people and has an understanding of mental health issues. We want someone who is compassionate and passionate about our cause, someone who is open minded and who makes us feel safe.”

New Start Highland Office, 9 Carsegate Road, Inverness IV3 8DU

www.inspiringyoungvoices.org

Inspiring Young Voices is a Scottish Charitable Incorporated Organisation. Charity number SCO 49417

JOB PURPOSE

Work alongside the young people from Inspire Highland and Inspiring Young Voices' Participation Lead to expand our youth-led collective voice for young people in Highland at risk of harm and facing trauma and adversity in their lives.

This work would be delivered under Inspiring Young Voice's Inspire Highland project, which was established in December 2018 due to an expressed need by young people with disabilities and additional support needs (ASNs) to have their voices heard, Inspire Highland is a creative, dynamic youth-led project led to promote the rights, participation and inclusion of young people up to the age of 25 who are facing challenges in their lives. We are a Highland-wide project with (currently) 30 young people, aged 12 – 25 years old which facilitates the active participation and voice of marginalised young people.

This role will target work at those young people most vulnerable in Highland, including those with long term health conditions, disabilities or additional support needs, specifically young people:

- Affected by mental health problems and mental illness.
- With learning disabilities and communication challenges.
- Impacted by Adverse Childhood Experiences (ACES).
- Who live in remote and rural areas of Highland.

This approach of this project is strengths and rights-based and grounded in trauma informed practices and principles to ensure that our charity responds in ways that prevents further harm, supports recovery, addresses inequalities and improves life chances of vulnerable young people in Highland.

Our work is grounded in the principles and approaches of youth work and community development, and we adhere to the Community Learning and Development (CLD) Standards Council Code of Ethics.

MAIN DUTIES

- Reach out and build connections and relationships with young people in Highland, particularly those with long term health conditions, disabilities or additional support needs.
- Increase the membership of Inspire Highland by targeting young people most excluded to ensure their voices are heard.
- Develop and build the work of Inspire Highland and facilitate Inspire Highland meetings.
- Establish new Inspire Highland groups, including for those with mental health problems, learning disabilities and impacted by ACE.

- Working as part of the wider Inspiring Young Voices team, support and enable the participation and engagement of young people in all project activities.

PERSON SPECIFICATION

Essential	Desirable
<ul style="list-style-type: none"> • Commitment to Inspiring Young Voices' mission, vision and values. • Experience of working alongside young people, ideally in a youth work role. • An understanding of mental health issues and the impact on young people. • Highly self-motivated with an energetic and flexible approach to your work and the ability to work on own initiative as well as part of a team. • The ability to think 'out of the box' and explore innovative, fun and creative ways for young people to express their views and voices. • A compassionate, non-judgemental individual with excellent interpersonal skills and a willingness to be responsive and adaptive. • Highly effective facilitator with the ability to create fun, inclusive safe spaces online and in-person. • Strong project development skills and the ability to manage and prioritise a diverse workload. • Sound knowledge and understanding of child protection, experience of risk assessment and a commitment to trauma-informed practice. • Committed to the principles of inclusive communication and evidence of practicing non- 	<ul style="list-style-type: none"> • Experience of working alongside people both from communities of interest and from geographical communities to empower them to take control of their lives through collective advocacy, campaigning and awareness-raising. • Experience of working alongside young people with additional support needs/disabilities • Youth Work/Community Learning and Development (CLD) qualification • Evidence of working to build networks and partnerships across various organisations and specifically within the Third Sector. • Knowledge of participatory tools and techniques for working with children and young people, including those with additional support needs

<p>discriminatory values within voluntary or work roles.</p> <ul style="list-style-type: none"> • Confident in presenting to a variety of stakeholders including children and young people, parents, carers, professionals as well as Inspiring Young Voices staff and Board of Trustees. • IT skills in word processing, spreadsheets, email, and the internet. • Strong social media skills, including Instagram, Twitter and Facebook. 	
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Other Role Requirements:

The post holder will be required to hold an Enhanced PVG for work with children and vulnerable adults and be able to undertake regular business travel across Highland.

Application Notes

For a confidential discussion, please contact Chief Officer Sandra Brown at chiefofficer@inspiringyoungvoices.org

If you think you are the right person for the job, please submit a Letter of Application along with a brief (no more than two pages) CV to Sandra Brown, Chief Officer at chiefofficer@inspiringyoungvoices.org

Please include the names of two referees who know you in a professional capacity, including your current or most recent employer. Referees will only be contacted if we make you a conditional offer of employment.

Closing date is **5 pm on Wednesday 7th June 2023**.

All applications will be acknowledged, and candidates will be kept informed on the progress of their application.

Interviews will be conducted in **week beginning Monday 12th June 2023** in person at the Inspiring Young Voices office in Inverness.