



## Youth Development Worker

Scran Academy is an Edinburgh youth work charity, supporting young people facing poverty and trauma to succeed through our innovative education and employment programmes.

We exist to alleviate poverty and provide opportunities for all young people, no matter their background or barrier. How we do this by creating real-life experiences and positive adult relationships that help shine a light on the strengths and aspirations of young people. We use food, cooking, and real-life responsibility through our catering social enterprise to build experiences and form relationships.

We're looking for a talented, experienced youth worker to join the frontline team that helps young people develop in ways that are meaningful to them. The role will support the planning and delivery of youth and community support across Scran Academy's services, including our school-aged Academy education programme, and wider events and universal youth work as required.

This is a sessional role within Scran Academy with the core purpose of **supporting the personal and social development of young people attending our Academy Programme.**

The successful candidate **will help change the lives of young people facing poverty** by supporting them through a year-long programme of non-formal learning in a youth work setting. The role is incredibly rewarding but also particularly challenging, as professional boundaries and responsibilities need to be balanced skilfully within compassionate, positive relationships. Candidates with demonstrable experience of this in a role supporting vulnerable groups will be at an advantage.

The post holder will act as a **critical relationship builder, supporting our Youth Development Coordinator as needed** by linking in with families and referral partners, including schools.

The Youth Development Worker will play a strong supportive role in the **delivery and development of the Academy programme**, and for ensuring young people are engaged across our organisation.

**This role embodies our values: We Love, We Trust, We Unite and We Lead:**

**We Love** – the successful candidate will nurture young people. They will care deeply and see all behaviour as communication that deserves a dignified response. They will be non-judgemental and take a trauma-informed approach.

**We Trust** – the successful candidate will believe in the potential of young people. They will trust them to be the expert of their own life and circumstance. They will support young people to take responsible steps in learning, work and life.

**We Unite** – the successful candidate will courageously bring young people together. They will aim to create safe spaces where stepping outside comfort zones is supported and encouraged.

**We Lead** – the successful candidate will see all young people as leaders in their own lives. They will be ready to both lead and be led by young people. They will listen and provide a platform for young people to lead their learning and thrive.

To apply please send a CV and a short covering letter to [will@scranacademy.com](mailto:will@scranacademy.com)



The deadline for this role is 17<sup>th</sup> February, and interviews will be held on the 27<sup>th</sup> and 29<sup>th</sup> February.



## The Role

**Title:** Youth Development Worker

**Responsible to:** Youth Development Coordinator

**Hours:** 21 hours pw

**Salary:** £13.50 per hour

**Benefits:** 25 days holiday (plus stat holidays), employer pension contributions.

**Duration:** 1 year FTC, with possibility of extension

**Location:** Fetlor Youth Club, 122 Crewe Road South, and other Scrán Sites as needed

## Job Description

This is a dynamic and exciting role supporting the delivery of our work across multiple projects. Working as part of a talented staff team, the Youth Development Food Worker will both lead on and support in programmes that provide empowering and meaningful experience for young people and their communities.

### Main Responsibilities

- Plan and support the delivery of group sessions as part of the year-long community-based education programme for learners referred to Scrán as part of their senior secondary school.
- Providing occasional support with groupwork skills sessions for young people enrolled in Scrán's 16+ Employability and Skills programme, Scransitions.
- Establish relationships and a style of working that enables young people to safely learn and develop in accordance with the principles and values of youth work.
- Contribute to the effective monitoring and evaluation of the provision by participating in briefing/debrief sessions.
- Identify issues affecting young people and work with the wider staff team to ensure that appropriate support is offered.
- Mentor, coach and support young people to develop their self-awareness, independence and individuality.
- Ensure that safeguarding is embedded across all Scrán Academy activity and that child protection procedures are always followed.

Participate as part of the wider Scrán Academy staff team by:

- Engaging in regular and ad-hoc meetings with the Scrán Academy team.
- Undertaking any necessary training and development.
- Carry out all duties in accordance with Scrán Academy policies and procedures.
- Any other duties appropriate to the role as agreed with line manager.
- Uphold the values and ethos of Scrán Academy.



## Person Specification Youth Development Worker

Criteria	Essential	Desirable
<b>Qualifications and Personal Development</b>		
Demonstrable commitment to CPD	•	
Ready for Youth Work Qualification or above	•	
<b>Experience in sector</b>		
Minimum 2 years in a leading role in a youth-work or CLD setting	•	
Experience of delivering development plans for young people via 121 engagement	•	
Experience of tracking outcomes and attainment	•	
Trauma informed with understanding of the impact of ACEs		•
Awareness of wider education landscape - GIRFEC, CfE		•
Experience of working with disadvantaged groups and/or young people.	•	
<b>Financial Management</b>		
Experience working to tight budgets		•
<b>Competencies</b>		
Quality focus – has high professional standards and a strong alignment to organisational objectives	•	
Communication – has the ability to communicate effectively with a wide range of stakeholders - including school partners and family members	•	
Organisation – plans thoroughly and keeps information orderly, trackable and secure.	•	
Decision making – shows dynamic problem-solving abilities	•	
Compassionate – caring and non-judgemental, with excellent listening skills	•	
Courageous – thrives outside comfort zone	•	
<b>Administration</b>		
Excellent IT skills and knowledge of Microsoft Office Applications		•
Strong organisational skills and experience of working to deadlines		•
Excellent attention to detail		•
<b>Other</b>		
Eligible to join PVG Scheme Membership Scheme	•	
Ability to travel between work locations and to work evenings and weekends when required	•	