

# Job Description

## YOUTH WORKER



Salary: £27,000. Full Time Role (35 hours/week). Fixed term contract to 31 March 2025, continuation subject to funding.

### REPORTING LINE

The YOUTH WORKER reports directly to the CHIEF EXECUTIVE.

### ROLE PURPOSE

The YOUTH WORKER is responsible for working as part of the Calman Trust team to enable the engagement, personal development and early skill-building of young people aged 15-25 who are referred to the organisation as significantly disengaged. The purpose is to provide a supportive and structured environment that enables the engagement of young people, leading to the development of essential skills for life and work.

The YOUTH WORKER will be expected to deliver a personalised programme of 1-1 sessions and small group activity that captures the interest of young people, is enjoyable and enables growth in their self-belief and sense of agency towards the future. From experience, examples are potentially gym sessions, outdoors walking, creativity through photography, writing or art/drawing. Widening access to young people, the YOUTH WORKER will assist with delivery of our ClubArtyans activity one evening per week. Our aim is to enable the young person to participate and progress ultimately to independent living and/or towards employment with the ability to sustain this.

The YOUTH WORKER will be part of delivering a service that sees many young people coming through the organisation experiencing long term challenges and which must help address their underlying needs along with any preparation for the future. The YOUTH WORKER will follow organisational guidance regarding the principles of a trauma informed service, recognising the impact of prior adverse experience, and building a working relationship of trust and mutual understanding with a forward focus. An individual learning plan sits at the centre of all our work with young people, reflecting individual choices, interests and personal challenges.

The YOUTH WORKER will establish strong working links with Schools, Skills Development Scotland, Health, Social Work and other services that know these young people and agree an introduction process to ensure that meaningful contact is made. They will build regular contact with these marginalised young people, and after gaining trust and understanding, enable them to engage in activity addressed to their particular needs and choices.

### KEY RESPONSIBILITIES

The YOUTH WORKER will contribute to the team's work of enabling young people's participation and progress by delivering the following activity:

1. Providing an environment where young people can experience trust and belonging, where they feel valued and understood, can identify and address issues that have caused difficulty in the past, and can develop new confidence in their thinking, learn to exercise personal agency, and an ability to plan.
2. Building regular contact with young people referred to the service and enable them to identify support or learning that meets their needs and aspirations for the future and engage with this.
3. Enabling young people to engage in personal well-being, fitness, outdoors and creative activity, that builds self-belief and confidence, whilst enabling young people to make personal choices.

4. Assisting in delivery of the organisation's weekly ClubArtysans activity
5. Following an individual plan which is led by the young person and focused on their needs and future choices.
6. Undertaking regular monitoring, assessment and recording in relation to the young person's progress.

The organisation reserves the right to amend or change the activities listed, taking into account the job holder's qualifications and experience to enable the organisation's needs to be met.

The YOUTH WORKER will support the early engagement team and the wider Calman team in developing and delivering the early engagement service in line with objectives and targets. In particular, the YOUTH WORKER will inspire and encourage the involvement of young people who are hesitant about becoming involved. The YOUTH WORKER will work with young people in groups, and 1-1 in preparation where appropriate, addressing the concerns of individuals and developing a sense of team, whilst working with colleagues to ensure that young people coming through the service will find their feet and flourish.

### **KEY OUTPUTS/MEASURES OF SUCCESS**

- Delivery of individual and group activity that enables the participation and progression of young people
- A programme that reflects participants' needs and abilities, adapting to changes in individuals
- Young people achieve sustained engagement and participation
- Young people achieve progressions attached to the service
- Feedback from young people is positive
- Young people's progress is recorded accurately and consistently
- Funders' requirements and targets are met

### **PERFORMANCE STANDARDS**

Requirements of the role by which the YOUTH WORKER'S performance will be assessed:

- The YOUTH WORKER offers young people the opportunity to engage in activity that is enjoyable, matched to their interests, and promoting their personal wellbeing
- Young people in the YOUTH WORKER'S caseload engage with the service and progress
- Young people become confident to reveal their hopes and fears and to work to a plan with a future focus
- The service is promoted well, and a working relationship and handover process is agreed with referral agencies
- The YOUTH WORKER acts as a leader and is proactive in seeking best outcomes for young people, anticipates what could go wrong and acts in advance to enable achievement of goals
- The YOUTH WORKER is a model of the behaviours that young people come to Calman to learn
- The YOUTH WORKER assesses and records young people's progress accurately and timely
- The YOUTH WORKER works within the organisation's policies and procedures
- Feedback from young people is positive

### **COMPETENCES (SKILLS, KNOWLEDGE, ATTRIBUTES)**

Whilst meeting the above standards, the YOUTH WORKER is required to demonstrate in addition:

Ability to design and delivery 1-1 and group activity sessions

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A good understanding and experience of working with young people who experience challenges in the transition to independent adulthood and the world of work, including through:

- Mental health
- Substance misuse
- Homelessness and debt
- Addiction, including gaming
- Low motivation
- Peer pressure

The YOUTH WORKER must be a role model for colleagues and for young people, exemplifying the values of the organisation, including:

- Upholding a culture that is focused on empowering and enabling young people, not doing things for them or imposing solutions on them
- Taking a solution-focused approach to any and all matters, including the young person's challenges in achieving their planned outcomes
- Inspiring colleagues to deliver on the goals of the team within deadlines and in a manner consistent with Calman Trust values
- Openly and honestly reflecting and reporting on performance, whilst committing to continuous improvement
- Inspiring the respect of young people and team members by meeting the standard of performance required of the position

## **KEY OUTPUTS**

- Delivery of regular 1-1 and group activity sessions matched to the concerns, interests, and choices of young people
  - Effective promotion of the service to young people and those who know or work with them
  - Working relationship with Schools, SDS, Health, Social Work and other youth services to enable the regular referral of young people
  - Sustained engagement of young people, and progression towards independent living or employment
  - Young people have an individual plan based on their personal choices and aspirations
  - Positive feedback from young people
  - Accurate and consistent measurement and recording of young people's progress
  - Effective collaboration with Calman Trust colleagues, towards shared goals
  - Funders' requirements and targets met
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