



The Steeple Church, Nethergate, Dundee, DD1 4DG
www.hotchocolate.org.uk // 01382 223 880 // admin@hotchocolate.org.uk
Scottish Charity SC 035714 // Company Limited by Guarantee SC 384635

Hot Chocolate Trust have worked with young people, aged 12-25, from across Dundee since 2001. We support them on their own terms, grow their confidence and fullest lives, do extraordinary things together and amplify their voices to affect wider change.

"You help everyone, no matter what the situation."

More information including our [most recent annual accounts](#) and [annual report](#) is available on our website. If you have questions about the role or recruitment process please contact admin@hotchocolate.org.uk

How we work

Engaging with approx. 400 YP each year, we blend responsive, whole-person youth work with specialist resourcing and opportunities (e.g. creative arts, mental health and wellbeing, education and employment, activism) to maximize YP's participation, agency, and responsibility. Flexible, relationship-based approaches are essential to support YP whose lives are often unpredictable, even chaotic, and who are wary of professionals and programmed, targeted projects.

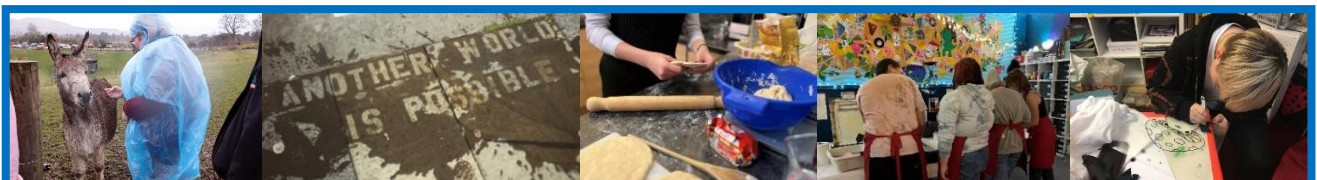
"The work you do at Hot Chocolate provides the very cornerstone for support in the community, early intervention and prevention." Fiona Lees, Chair, Independent Oversight and Assurance Group on Tayside's Mental Health Services.

We use community development approaches to build collaborative activities:

- Open-door youth work including art, music, sport, EET support, cooking, and external connections.
- "Bookable Spaces", groups of YP choose and use our spaces with youth workers.
- Community meals, developing belonging, skills and confidence.
- Street work, developing youth work in the city centre's public spaces.
- Individual support responding to YP's needs and ambitions.
- Group work identifying themes, opportunities, and goals with YP.
- Residentials offering respite, new experiences and broader horizons.
- Volunteering and *Steeple Council* activities involving YP in HC's leadership and decision-making.

"HC was always giving me a reason to keep going. You always help by giving support and helping us to see that there's still good stuff to happen."

This programme is a framework within which we pursue a flexible cycle of encounter and collaboration: building with YP the youth work they want and need. Particular priorities (creative arts, activism etc.) are pursued through both open and planned work, embracing YP's holistic needs and ambitions. Skilled youth workers are ready and able to pivot from one perspective to another to respond to what YP present and realize the opportunities of each moment.



Context

YP at HC have drifted into the city centre, often feeling they don't belong in their own communities or families. Most would describe themselves as 'alternative', in one sense or another. As well as much discrimination and exclusion, the YP also face multiple significant challenges in life.

"This place is for people who feel like the outcasts."

The top six areas where YP want support are mental health/emotional wellbeing; money; art & music; LGBTQ+; college/university; jobs.

While demand from young people, and the needs and ambitions they bring to us, have grown consistently through recent years, the fundraising context has become more challenging at the same time. The proven track record and innovativeness of Hot Chocolate's youth work has mitigated these challenges but we seek to increase our capacity around fundraising and secure the sustainable platform for that work through creating this new post.

Taking up this role

You will work with a highly skilled, friendly, committed and experienced team. For example, fifty per cent of our paid youth workers are former Hot Chocolate young people; our Head of Youth Work was named National Youth Worker of the Year in 2019; our Finance & Governance Manager is trained as a management accountant; our Executive Director has 25 years' experience leading and fundraising for community-based charities.

As well as making it a stimulating and energizing place to work, this means that if you can show a strong fit for ethos and skills in certain areas of the role but would need to grow into other areas then we would still love to see your application. Hot Chocolate is a great place to learn and all of our team work collaboratively.

You will be line managed by Hot Chocolate's Executive Director, will collaborate with colleagues across the team, and will be part of our Management Team. This role requires close understanding of the youth work practice of Hot Chocolate Trust as it develops over time. Thus, from time to time, you will also be invited to join our youth work team to shape your understanding of how our youth work works and creates impacts. As a role which is so interconnected with others' practice the normal work location will be at HCT premises, but please note that home working will be supported for agreed tasks and purposes.

Recruitment process

To apply for this post please send a CV (up to 2 sides of A4) and short covering letter (up to 2 sides of A4) which make clear how your skills and experience relate to the job description and person specification. Applications should be submitted to admin@hotchocolate.org.uk by 10am on Monday 29th April.

We will invite a long-list of candidates to then complete a simple application form to further demonstrate your suitability for the role. These will be submitted by 10am on Monday 13th May.

The last stage will be to invite a short-list of candidates to an assessment day on Thursday 23rd May. This will include a panel interview and a practical exercise so will take approx. two hours.

This process aims to give diverse candidates different ways to show their ability to do this job well, while keeping the work we ask of you proportionate to the stage of the assessment process you have reached.

