



Youth Development Worker

Scran Academy is an Edinburgh youth work charity which supports young people facing barriers to learning to fulfil their potential in learning work and life.

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 positive learning pathways delivered through our education programmes and 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 engaging them in 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 Youth Development Worker will play a strong role in **planning and delivering engaging youth work sessions across programmes**, and for ensuring young people are engaged across our organisation.

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

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

The deadline for this role is 30th September, and interviews will be held on the 8th and 10th October.



The Role

Title: Youth Development Worker

Responsible to: Academy Programme Lead

Hours: 21 hours pw, flexible, with essential 9am-4pm Tuesdays and Thursdays.

Salary: £13.50 per hour

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

Duration: 1 year FTC, with possibility of extension

Location: 1 Lochside View, EH12 9DH, and other Scran 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 Worker will be responsible for planning and delivering exceptional youth work activities and foster strong engagement, supporting programmes that provide empowering and meaningful experience for young people and their communities.

Main Responsibilities

- Plan and deliver regular group sessions as a core part of the year-long community-based education programme for learners referred to Scran as part of their senior secondary school.
- Providing occasional support with groupwork skills sessions for young people enrolled in Scran's 16+ Employability and Skills programme, Scransitions.
- Provide occasional outreach support in collaboration with wider youth work partners and community groups via the Scran Van. This will include both targeted and universal work, and work with young volunteers to deliver wider catering orders and community meals.
- 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 Scran Academy activity and that child protection procedures are always followed.

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

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



Person Specification Youth Development Worker

Criteria	Essential	Desirable
Qualifications and Personal Development		
Demonstrable commitment to CPD	•	
Ready for Youth Work Qualification or above	•	
Experience in sector		
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.	•	
Financial Management		
Experience working to tight budgets		•
Competencies		
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	•	
Administration		
Excellent IT skills and knowledge of Microsoft Office Applications		•
Strong organisational skills and experience of working to deadlines		•
Excellent attention to detail		•
Other		
Eligible to join PVG Scheme Membership Scheme	•	
Ability to travel between work locations and to work evenings and weekends when required	•	
Full Clean Drivers licence		•