

Role: Youth & Therapeutic Worker

Part time / £24,850 pro-rata (£9,940 per annum for 16 hours/week) / Edinburgh.

Role

Project Esperanza supports women and families from multi-ethnic backgrounds affected by poverty, chronic health conditions, caregiving responsibilities, language barriers, inadequate housing, racism, and migration trauma.

We are seeking a dedicated individual to enhance the well-being of multi-ethnic and care-experienced young people by connecting them to vital services. You will collaborate closely with our Family Support Worker to deliver critical advocacy, therapeutic, and engagement initiatives for care-experienced and unaccompanied asylum-seeking young people.

The ideal candidate will be expected to:

- Conduct assessments to identify the needs, strengths, and barriers faced by individual and multi-ethnic youth.
- Build trusting relationships with young people, particularly those at risk or facing challenges such as poverty, racism, migration trauma, and lack of access to essential services.
- Provide therapeutic support to youth who have experienced trauma, especially care-experienced and neurodivergent youth. Offer emotional support, counselling, and guidance on personal, social, and educational issues.
- Connect youth to resources such as education, job training, healthcare, and housing, while addressing mental health, employment, and social integration.
- Serve as a mentor and role model, helping youth develop life skills, set goals, and make positive choices.
- Advocate on behalf of youth to ensure their needs and human rights are upheld.
- Organise and participate in community events, workshops, and programs to promote youth engagement and development.
- Provide immediate support in crisis situations such as homelessness, substance abuse, or mental health emergencies.
- Maintain accurate records of youth interactions, assessments, and progress.
- Identify areas for personal training and development.
- Follow Project Esperanza's policies, including child protection, equal opportunities, and anti-discriminatory practices.
- Gather data to assess outreach impact and identify emerging needs of multi-ethnic youth.
- Develop and execute social media campaigns targeting Black and multi-ethnic communities, in collaboration with partners and schools.
- Ensure campaigns are inclusive, culturally sensitive, and visible to young audiences.

This job description is intended to indicate the broad range of responsibilities and requirements of the post. It is neither exhaustive nor exclusive but, whilst some variation can be expected in particular duties, the outline is considered to provide a reasonable general description of the post.

Knowledge/Educational requirements

Essential:

- A bachelor's degree in a relevant field (such as social work, sociology, psychology, or counselling or a higher education diploma or equivalent).
- Relevant qualification to carry out therapeutic work.
- Previous experience in human rights advocacy, activism, or anti-racism initiatives is highly desirable for this role.
- Strong communication and interpersonal skills.
- Cultural competency/fluency, an understanding of and respecting cultural differences and diversity within the community.
- Knowledge around the issues that migrants encounter and a very strong understanding of the challenges and issues faced by migrant communities living in areas of deprivation.
- Adherence to ethical guidelines and maintaining confidentiality when working with sensitive information.
- Basic computer skills for documentation and data entry.

Desirable:

- Previous experience working with youth, especially in a community or outreach setting.
- Knowledge of The Promise Scotland and its outcomes.
- Knowledge of the United Nations Convention on the Rights of the Child and the UNCRC (Incorporation) (Scotland) Act 2024.
- Communicate effectively with people from multi ethnic communities.
- Empathy for, and understanding of, the situations and challenges multi ethnic youth face.
- Identify and address issues and the unique needs of each youth and find creative and appropriate solutions.
- Adaptability to changing circumstances and ability to work non-traditional hours sometimes.
- Ability to manage community events.
- Being multilingual is an asset.

Application Notes

Please submit your CV and cover letter, highlighting relevant experience, and explaining why this position is a good fit for you. Send your application to: admin@projectesperanza.org.uk.