

<b>Employer:</b>	Pavillion (Greater Easterhouse)
<b>Title:</b>	Sessional Workers (various roles including Youth, Community, Digital and Admin)
<b>Reports to:</b>	Team leader
<b>Hours:</b>	Various hours including daytime, evening, weekends, school holidays and occasional residential periods as required. <b>Please note term time hours are mainly afternoon, evening and weekend work. Holiday hours (Summer, Easter and Oct holidays) are a combination of daytime, evening and weekend work.</b>
<b>Hourly Rate:</b>	NMW or above dependant on experience
<b>Pension:</b>	3% contributory pension.

We are a fast-paced and progressive organisation, that aims to support children, young people, and their families through the provision of positive activity.

The Pavillion makes a commitment to contribute to the Scottish Government's National Performance Framework and its contribution to the UN Sustainable Development Goals in supporting our community to adapt to life in 2024 and beyond. With poverty, digital exclusion, and rising unemployment prevalent in our community and as the nation recovers from the Coronavirus pandemic, The Pavillion have identified and embedded the following key themes into their business strategy and programming:

- Participation
- Mental Health & Wellbeing
- Life skills & Employability
- Attainment
- Digital Inclusion

The Pavillion supports and serves its community by; ***continually striving towards an inclusive facility; a progressive organisation that meets the needs of its community and being a knowledgeable and informed organisation.***

### **Purpose of Job**

Working under the direction of our Team leader, Sessional Workers are key to ensuring the successful delivery of our programmes. The role will include the development and delivery of specific community/youth work projects and programmes delivered in accordance with the policies and procedures of the organisation, helping participants to develop personally, socially, and educationally. The role will include providing support to vulnerable and at-risk service users. Also responding to their needs, encouraging, and enabling achievement, self-expression, positivity, confidence, and the development of self-esteem based on equality and respect for each other.

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**Roles and Responsibilities:**

Working as part of a team, roles and responsibilities will include:

1. Work in a collaborative approach across the team to support in the development and maintaining of the overall community/youth work programme.
2. Reporting to The Team Leader in all matters relating to the development of the programme delivery.
3. Supporting in the planning and delivering of a creative and progressive programme of community/youth activities in collaboration with the participants and the youth work team.
4. Development of a social and education programme and generic activities that are responsive to local needs.
5. Involve participants in contributing to the development of the organisations programme of activities.
6. Working with the participants in a variety of settings and locations.
7. Respect of project premises, work locations and equipment.
8. Forming and maintaining appropriate professional boundaries with participants and volunteers.
9. Developing and implementing activities in accordance with the organisations policies and procedures.
10. Contribute overall to the ongoing monitoring and evaluation of the sessions as directed as well assisting your team when required.
11. Participation of support and supervision in accordance with the organisation's supervision policy.
12. Carrying out such other duties as directed and as appropriate to the post.
13. Developing and implementing activities that meet health and safety legislation
14. Support the programme leads to engage the participants in issue-based projects/workshops throughout the community/youth work programme.

**Person Specification:**

<b>Requirements</b>	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>● Good standard of general education or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>● Community/Youth work qualification or equivalent in a related field</li> </ul>

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<p><b>Knowledge and Experience</b></p>	<ul style="list-style-type: none"> <li>● Experience of supporting Families/children and young people in an informal environment</li> <li>● Can demonstrate basic principles of Community/Youthwork</li> <li>● Understanding how to establish boundaries, challenging behaviour and de-escalate conflict</li> <li>● The importance of safeguarding in providing a safe environment for young people</li> </ul>	<ul style="list-style-type: none"> <li>● Has a working knowledge and experience of the Principles of Community/Youth Work</li> </ul>
<p><b>Skills</b></p>	<ul style="list-style-type: none"> <li>● Good communication skills, both written and verbal</li> <li>● Ability to listen to and engage with participants in a positive, supportive, and challenging way.</li> <li>● Experience of facilitating/over-seeing community/youth activities</li> <li>● Understanding of the roles, responsibilities, and core values of being a Community/Youth Worker.</li> <li>● Creative approach to activities to promote engagement</li> </ul>	<ul style="list-style-type: none"> <li>● Experience of monitoring and evaluation processes – contributing and supporting the planning, delivery, and evaluation of activities and programme.</li> </ul>
<p><b>Personal Attributes</b></p>	<ul style="list-style-type: none"> <li>● Self-motivated with a 'Can do' attitude</li> <li>● Flexible and adaptable to the needs of the young people</li> <li>● Creative &amp; Innovative</li> <li>● Commitment to continued learning and development.</li> <li>● Promotes equal opportunities</li> </ul>	

Please note: Part filled applications/CV's will not be considered. Please ensure you fully complete the application form.