



## Youth Development Worker

Lesmahagow Development trust is LDT was set up in 2009 with the objective of 'funding and implementing projects that will enhance the facilities and environment of Lesmahagow.' It invested in a commercial renewable energy project in 2013 through its wholly owned trading subsidiary, Lesmahagow Ltd. and the income from this has enabled it to set up a number of projects including allotments, a wide range of activities for older and younger people and a grant scheme for local initiatives. LDT is currently operating The Fountain Community centre as a base for its staff, and a program of activity for the community.

LDT's **Vision** is to create sustainable community facilities and to deliver activities for the benefit of everyone living in Lesmahagow and the surrounding area, providing social and economic opportunities and reducing loneliness by improving intergenerational links. It aims to grow its facilities and activities sustainably to enable it to deliver more positive outcomes for the local community, making the best use of the income it generates from its windfarm investment.

We're looking for a talented, experienced youth worker to join LDT and support young people to develop in ways that are meaningful to them. The role will support the planning and development of youth and community support across LDT activity including our Allotments growing/ greenspace skills programme, and wider events and universal youth work as required.

The Youth Development Worker will play a strong role in planning and delivering engaging youth work sessions across the LDT Community programme and for ensuring young people are engaged across our organisation.

The post holder will act as a critical relationship builder, as needed by linking in with families and referral partners.

### **Job Description and Person Specification**

Job Title	Youth Development Worker
Responsible to	LDT Development Officer
Hours per week	15 hours
Location	The Fountain Community Centre 11 Abbeygreen Lesmahagow ML11 0HD
Salary	15 per hour
Annual leave entitlement	28 days pro rata calculated pro rata from the date of your employment. The annual leave year runs from the 1st of September to the 31st of August each year
Pension	Eligible to join the auto-enrolment scheme. 3% contribution from LDT and 3% minimum salary contribution from employee

### **Purpose of the role**

LDT activities currently comprise running the Fountain Community centre as a centre to connect people within our communities, reducing social isolation and contributing to greater health and wellbeing.



Youth Development worker role provides an excellent opportunity to develop activities that respond to local needs for young people in conjunction with the views of our local community members. A key part of this role will be to develop genuine relationships within our communities and create opportunities for young people to develop their knowledge and skills, by empowering them to take positive steps which will benefit their own health and wellbeing and that of the wider community.

### **Main tasks and responsibilities**

1. **Manage and deliver activities/services.** (Act as the main contact for any sessional workers associated with activities as appropriate.)
2. **Contribute to developing activities/services as part of the staff team.** Work alongside the LDT team to develop and plan the annual programme of activities. This may involve input into the program's design and provision of support. Plan and deliver regular group sessions at the Fountain as well as our other Community locations (Allotments, Billys minimarket, Lesmahagow Greenspace)
3. **Build relationships within the local community and with relevant local statutory and non-statutory organisations and networks.** Build meaningful relationships with members of our local community, which will allow them to access our activities and contribute to the development of the organisation. Work with the staff team to identify and plan outreach and partnership opportunities with various statutory and voluntary sector organisations.
4. **Support our volunteering service.** Work alongside the LDT team to identify roles and volunteers and support volunteers who assist in running the activities. 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.
5. **Contribute to consultations relating to existing and new service development.** Work with the LDT staff team to organise community consultation events, capture feedback, determine local health needs, and identify opportunities for new work areas. Contribute to the effective monitoring and evaluation of the provision by participating in briefing/debrief sessions.
6. **Mentor, coach and support young people** to develop their self-awareness, independence and individuality.
7. **Working with the LDT team to ensure safeguarding is embedded** across all LDT activity and that child protection procedures are always followed.
8. **To provide activities in response to community-identified needs** that address the impact of health inequalities, poverty and social isolation on those within our communities. To contribute to developing and delivering a programme of physical and mental health and wellbeing activities.

9. **Gather and upkeep client data to meet the organisation's reporting needs.** Use a range of monitoring and evaluation tools, in line with GDPR requirements, to help LDT clearly demonstrate its impact and learning. Prepare and contribute to a range of written and verbal progress reports, including reports to funders and the board of LDT.

10. **Marketing of organisational activities and services to the community.**

Contribute ideas, create, and distribute marketing materials related to our activities and services within the local community. Marketing materials may be paper-based or digital, e.g., posted on social media platforms.

**8. Additional Responsibilities:**

Attend relevant external meetings, conferences, and training to continue personal development. Work as part of the staff team, attend team meetings, supervise, and participate in the annual appraisal system. Work in accordance with the organisation's policies and procedures, including equal opportunities, health and safety, confidentiality, and financial systems. LDT may amend your duties occasionally and require the post holder to undertake other duties necessary to meet the project's needs.

**9. Contract basis:**

The contract is for 3 years. The current funding runs until May 28.

Person Specification

Category	Skills/Attributes	Essential (E)/	Desirable (D)
<b>Education and Knowledge</b>	• Understanding of the issues surrounding health inequalities	X	
	• Knowledge and experience of using a community development approach		X
	• A good general level of education including numeracy and literacy attainment	X	
	• Basic nutrition knowledge and food hygiene		X
	• Knowledge around circular economy and economic development		X
	• Knowledge of funding and funding development		X
<b>Experience</b>	• Previous experience of working or volunteering in a community-based	X	

	organisation and/or the voluntary sector		
	•Minimum 2 years in a youth-work or CLD setting	X	
	•Trauma informed with understanding of the impact of ACEs		X
	•Experience of working with disadvantaged groups and/or young people.	X	
	•Awareness of wider education landscape - GIRFEC, CfE		X
	• Previous experience of working with and managing volunteers		X
	•Experience of delivering development plans for young people via 121 engagements		X
	•Use of a range of social media to communicate to different audiences		X
	• Delivering and facilitating group events and workshops	X	
	• Collecting and collating data, feedback and case studies	X	
	• Experience of tracking outcomes and attainment	X	
	• Experience of team-working and partnership working	X	
<b>Financial Management</b>	•Experience working to a set budget.		X
<b>Skills and Qualities</b>	•Excellent communications skills, compassionate caring and non-judgemental.	X	
	• Computer literacy with familiarity of using Microsoft office and zoom.	X	
	•Ready for Youth Work Qualification or above.		X
	•Demonstrable commitment to CPD	X	

	•Ability to set priorities and manage own workload.	X	
<b>Personal Qualities/other</b>	• Non-judgmental, inclusive and supportive, but able to maintain appropriate professional boundaries	X	
	•Eligible to join PVG Scheme Membership.	X	
	•Ability to travel between work locations and to work evenings and weekends when required.	X	
	•Full Clean Drivers licence		X