

The DRC Youth Project (SCIO) – SC050035



Job Description

Job Title: Group Worker

Reports to: Head of Operations and Operations Manager

Location: DRC Youth Project, Yoker, Glasgow

Hours: 37 hours per week (including two evening youth club sessions each week)

Salary: £28,000-£30,000 per annum (dependant on experience)

Contract: Fixed term. Continuation of the post will be subject to ongoing programme delivery and funding.

About The DRC Youth Project (SCIO)

The DRC Youth Project is a modern, innovative and ambitious youth charity based in North-West Glasgow. We create opportunities that help young people to develop confidence, resilience, skills and aspirations through high-quality youth work, personal development, employability and training programmes.

Working alongside schools, funders, local authorities, employers and community organisations, we deliver a diverse range of innovative programmes that provide young people with meaningful opportunities, practical experiences and tailored support. Our work includes school support programmes, employability and training initiatives, accredited learning, youth clubs, outdoor learning, volunteering opportunities, our Community Pantry and a range of community-based projects.

We are a proactive organisation that isn't afraid to roll up our sleeves. When challenges arise, we work together to find practical solutions. We learn from experience, adapt and keep moving forward. That approach has helped shape the organisation we are today and continues to create new opportunities for the young people we support.

As our organisation continues to grow, we are developing an exciting new training centre that will further expand the opportunities available to young people across Glasgow. We are now looking to recruit an enthusiastic and motivated Group Worker who shares our values and wants to play a key role in making a positive difference in the lives of young people.

Purpose of the Role

As a Group Worker, you will play a key role in planning and delivering high-quality group work programmes that support young people to develop confidence, resilience, practical skills and aspirations. Working with young people participating in a range of DRC programmes and partnership initiatives, you will deliver engaging sessions that combine personal development, employability, accredited learning and practical activities to help young people achieve positive outcomes.

You will build positive relationships with young people, creating a safe, supportive and motivating environment where they feel valued, challenged and encouraged to achieve their full potential. Working

as part of a dedicated team, you will support young people to overcome barriers, develop new skills and take positive steps towards education, training, employment and wider life opportunities.

Key Responsibilities

Programme Delivery

You will be responsible for planning, preparing and delivering engaging group work programmes for young people participating in a range of DRC initiatives and partnership programmes. These may include school support programmes, employability initiatives, targeted interventions and new projects developed in response to the needs of young people, communities and our partners.

The role is varied, combining personal development, employability, accredited learning and practical activities. You will work alongside our team of specialist workers to deliver engaging sessions, supporting a wide range of activities including outdoor learning, community projects, educational visits and specialist workshops. We value staff who are willing to get involved, share their own interests and skills, and contribute new ideas that enhance the opportunities available to young people.

Supporting Young People

Building positive relationships is at the heart of everything we do. You will work with young people who may be disengaged from education, have experienced barriers to learning, require additional support or face complex challenges that impact their confidence, participation and future aspirations. Your role will be to create an environment where young people feel respected, included and motivated to engage.

You will recognise that every young person's journey is different, adapting your approach to meet individual needs while maintaining high expectations and appropriate boundaries. Through patience, consistency and encouragement, you will help young people build trust, overcome barriers, celebrate progress and take positive steps towards education, training, employment and wider life opportunities.

Partnership working

Collaboration is central to the way we work. You will build and maintain positive working relationships with colleagues, schools, families, partner organisations and other professionals, recognising that the best outcomes for young people are achieved when everyone works together.

You will communicate openly and professionally, sharing information appropriately and contributing positively to discussions around young people's progress and support needs. You will also play an active role in developing new opportunities, strengthening existing partnerships and helping the DRC continue to deliver responsive, high-quality services that meet the changing needs of young people and our communities.

Planning, Recording and Continuous Improvement

You will be responsible for planning engaging sessions that meet the needs of young people, ensuring activities are safe, inclusive and delivered to a consistently high standard. You will also maintain accurate records, complete reports and contribute to the monitoring and evaluation of programmes to demonstrate the impact of our work.

You will confidently use the DRC's digital systems and Microsoft 365 applications to record information, communicate with colleagues and support the effective delivery of services. We encourage staff to take ownership of their role, reflect on their practice and contribute ideas that help improve existing programmes and shape new opportunities for young people.

Safeguarding, Health & Safety & Professional Practice

The welfare of young people is our highest priority. You will maintain a safe, inclusive and supportive environment at all times, following the DRC's safeguarding, child protection, health and safety, and organisational policies and procedures. You will be expected to respond appropriately to concerns, recognising your responsibilities in protecting the wellbeing of young people and colleagues.

You will act as a positive role model, maintaining high professional standards, appropriate boundaries and a respectful approach in all aspects of your work. You will demonstrate a commitment to continuous professional development, working collaboratively with colleagues to uphold the values and reputation of the DRC.

Wider Youth Work

As part of the DRC team, you will contribute to our community youth work programme by supporting two evening youth club sessions each week. You will help create safe, welcoming and engaging spaces where young people can build friendships, develop confidence and access positive opportunities within their local community.

You will also support a range of wider activities throughout the year, including holiday programmes, trips, community events and other initiatives that strengthen young people's connection to their community. Flexibility, enthusiasm and a willingness to get involved are essential, recognising that every activity provides another opportunity to build relationships and make a positive difference.

Essential Criteria

Experience

- Planning and delivering group work with young people.
- Supporting young people who face barriers to engagement, participation or progression.
- Building positive relationship that encourage young people to achieve positive outcomes.
- Working collaboratively with colleagues, schools and partner organisations.

Qualifications, Training & Experience

- Qualification or relevant training in Youth Work, Community Development, Social Work, Teaching or a related discipline.

- We also welcome applications from individuals with qualifications, training or relevant experience, where they can demonstrate the knowledge, skills and values required to successfully undertake this role.
- Commitment to continuous professional development and a willingness to undertake training relevant to the role.

Skills & Knowledge

- Ability to engage, motivate and support young people through positive relationships and high-quality group work.
- Ability to communicate effectively with young people, colleagues, schools, families and partner organisations.
- Ability to manage challenging situations calmly, professionally and consistently.
- Ability to plan, organise and deliver engaging group work sessions.
- Strong IT skills, with confidence using Microsoft 365 and the ability to learn and use organisational digital systems.
- Understanding of safeguarding, child protection and professional boundaries when working with young people.

Personal Qualities

- A proactive, positive and solution-focused approach to work.
- A willingness to contribute ideas, embrace new opportunities and support the continued development of the organisation.
- Reliable, adaptable and able to work effectively within a team.
- Committed to treating all young people with dignity, respect and fairness.
- A genuine commitment to improving outcomes for young people.

Other Requirements

- Full UK Driving License (essential).
- Willingness to work two weekday evenings (finishing at approximately 8PM) as part of the DRC's youth club programme.
- Willingness to participate in a range of activities associated with the role, including outdoor learning, trips and active group sessions.
- Successful completion of a PVG Scheme membership check, which is a mandatory requirement of the role.
- Right to work in the UK.

Desirable Criteria

Experience

- Delivering employability or personal development programmes.
- Supporting accredited learning or recognised qualifications.

- Working in partnership with schools, local authorities or other statutory or third-sector organisations.
- Planning and delivering outdoor learning, trips or community-based activities.

Qualifications & Training

- Additional training relevant to working with young people, such as first aid, safeguarding, mental health awareness, trauma-informed practice or behaviour support.

Additional Skills & Interests

- We value staff who bring additional skills, interests or life experiences that can enhance the opportunities available to young people. This may include practical, vocational, creative, sporting or outdoor interests that can contribute to the development of new activities and programmes.

Application Process

- **Closing Date:** Applications close at 5PM on Monday 10th August 2026
- **Please note:** We reserve the right to close this vacancy early should a suitable candidate be identified, so early applications are encouraged.
- **Shortlisting:** Shortlisted applicants contacted between 11th – 14th August 2026.
- **Interviews:** Interviews take place on week of 17th August 2026.
- **Application:** Please submit your CV and cover letter to info@drcyouthproject.co.uk
- **Contact Details:** 0141-951-8669 and ask to speak to Gerard (Head of Operations) or Steph (Operations Manager).
- **Safeguarding:** The DRC Youth Project is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Appointment to this post is subject to successful completion of a PVG Scheme membership check, the receipt of two satisfactory references and evidence of the right to work in the UK.