



Job Description

POST	Lead Youth Worker
RESPONSIBLE TO	Hub Leader
RESPONSIBLE FOR	Sessional Youth workers and youth work volunteers
GRADE/SALARY	Grade E
KEY RELATIONSHIPS	Oasis Hub East Southampton team; relevant Academy support staff; SCC Youth Support Service; and volunteers.
LOCATION	East Southampton
WORKING PATTERN	This role will require flexible hours to cover some school hours and evening working. 16 hours per week
JOB PURPOSE	To oversee the development and implementation of the Oasis Hub East Southampton Youth Projects.

RESPONSIBILITIES:

1. To further develop and deliver a youth programme, supporting young people to progress towards a future where they are actively engaged and contributing in ways that are meaningful to them and are positive.
2. To run & manage a youth work programme that delivers detached work, positive activities and wellbeing support and builds a bridge between the academies and community, working with young people in school and in community settings.
3. To develop mentoring and drop ins in conjunction with Oasis Academies Mayfield and Sholing, helping young people build confidence and life skills and increase attendance and divert from risky behaviour.
4. Design and deliver targeted support and therapeutic 1:1 support for young people who have been referred via academy partners.
5. To liaise with partners across Southampton, developing referral pathways and the opportunities within the provision.
6. To line manage, part time youth workers and youth volunteers as the youth work develops creating a safe and developmental place for young people within the provision.
7. To promote and safeguard the welfare of children and young people.

Specific duties:

- Develop and deliver detached youth work, positive activities and work to build young people's life skills.

- Work with the academies to deliver rail safety education and link this to wider youth work opportunities of leadership and accessing the local area.
- Alongside the Hub leader develop a mentorship programme that targets students with low attendance and supports them re engaging with their education.
- Consult with and involve young people in planning, delivery and evaluation of youth-led projects.
- Build appropriate relationships in and out of school with young people to support their personal and social development.
- Support young people to engage in volunteering and leadership opportunities in and out of school and work with the community development lead to develop youth voice and leadership.
- Explore funding possibilities for expanding youth work provision and to participate in fundraising initiatives in co-operation with the Hub Leader.
- Undertake training as and when needed.

Monitoring and evaluation

- Use the Outcomes Star – Youth Star as the main monitoring and evaluation tool within the mentoring programme.
- Design and implement creative evaluations of the youth provision.
- Coordinate termly steering groups for young people.
- Complete all administration tasks for sessions and quarterly reports, including attendance numbers and impact.
- Contribute to funding reports

People Management

- Work using Oasis Volunteer systems to offer effective support for all stages of the volunteer process alongside the hub team leader.
- Take an active role in building a network of volunteers to provide support for the young people.
- Involved in the recruitment, pastoral care and support of volunteers.
- Assist in the training, supporting and evaluating of volunteers.
- Supervise sessional youth workers
- Attend relevant networks, organisation and inter agency meetings.

General duties:

- Lead by example and be a positive role model, promoting and modelling the Oasis ethos and values.
- Participate in debriefs and team meetings.
- Meet regularly with line manager and mentors as agreed.
- Undertake training as and when needed.

Safeguarding children and young people

Oasis Hub East Southampton and Oasis Community Partnerships is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.

The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

Signed:

Employee:		Line Manager:	
Print Name		Print Name	
Date		Date	

Lead Youth Worker Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Able to demonstrate relevant experience of Youth work at this level. 	<p>A relevant qualification in Youth & Community Work (Level 3 or above)</p>
Experience, Skills and knowledge	<ul style="list-style-type: none"> • Experience working within a youth/community setting alongside other statutory and voluntary organisations. • Knowledge of safeguarding practices and health and safety • Previous experience implementing youth programmes. • Excellent oral/written communication skills • Excellent interpersonal skills • Able to function in diverse settings and with a wide range of professional agencies and staff e.g.LA, hub staff, community groups • Presentation skills • Flexible approach to changes in circumstance and able to work unsocial and school hours. 	<ul style="list-style-type: none"> • Experience working with at-risk children or young people. • Counselling skills/experience • Experience of project management • Experience of supervising volunteers or staff • Experience of delivering youth work in school and community settings. • Driving Licence and willingness to drive our youth van

	<ul style="list-style-type: none"> • Able to take initiative and work under pressure. • Good organisational and administrative skills. • IT literate, use of MS Office 	
<p>Personal Qualities</p>	<ul style="list-style-type: none"> • Self-motivated, able to work alone and as part of a team • Reliable and able to work in academy hours and evenings and occasional weekends. • Commitment to safeguarding and promoting the welfare of children and young people • Willingness to undergo appropriate checks, including enhanced DBS checks • Motivation to work with children and young people • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline • Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos. 	