



JOB DESCRIPTION/PERSON SPECIFICATION

Youth Worker (Amberley Project/ Churchill Gardens)

Responsible to:	Senior Youth Worker
Salary:	£22,931 to £27,304 pro rata and depending on experience
Working hours:	As agreed, afternoon and evening
Annual leave:	24 days pro rata (accruing a day a year up to maximum of 28 days pro rata) plus Bank Holidays
Type:	Permanent
	Office base: Amberley Youth Project / Churchill Gardens
	Contract

FM Board of Trustees may award Cost of Living salary increases annually, however, it is at their discretion. This post holder is required to have an enhanced DBS check and to subscribe to the DB Update service.

ORGANISATIONAL BACKGROUND

Future Men (FM) is a national charity, founded in 1988. The last decade has seen a dramatic expansion of policy and practice initiatives, continuing to focus our work on services for men and boys around key issues such as fatherhood, underachievement, health, employment, violence, education and relationships. The central office provides the support functions with a variety of projects based in the localities they serve. For more information, see our website, www.futuremen.org

WHAT WE DO

We are a multi-award-winning specialist charity that supports boys and men along the path to becoming dynamic future men, whilst addressing the stereotypes around masculinity and engaging in the wider conversation of what it means to be a man.

Through our evidence-based and practice-led services we encourage boys and men to explore, celebrate and build on the seven characteristics that we believe contribute to positive masculinity.

Our Youth Hubs play a key part in helping young people's personal and social development. Based in Westminster, The Amberley and Churchill Gardens, provide a space for young people aged 8-19 to take part in activities such as music production, sport and games, as well as development programmes such as healthy relationships, inclusion and diversity training. Bridging the gap between formal and non-formal education, we help young people learn about themselves, and others around them to create positive outcomes for their futures.

Our Vision

A better future for every boy, every man and everyone.

Our Mission

To inspire boys and men to become dynamic future men, by giving them the confidence to discover what it means to be a man.



MAIN PURPOSE(S) OF POST

As a Youth Worker you will be responsible for the development and delivery of FM youth project work which is estate based. A key element of this work is to develop and provide innovative, high quality services through an established youth centre to young people, through 'talk based' approaches that sit alongside activity based provision and become integral to it.

KEY RESPONSIBILITIES

1. To support the development of a strategy that meets the immediate and longer term needs of young people on specified estates through youth project work.
2. To develop exciting and stimulating activities based programmes for young people.
3. To develop 'talk based' approaches that can be integrated with the activity based provision.
4. Ensure all services reflect inclusivity and diversity.
5. Provide some direct day to day delivery of services as required.
6. Keep accurate written records of sessions in line with open access procedure.
7. Promote the services with relevant professionals, agencies and service users.
8. Develop and maintain sound partnerships with key statutory and voluntary agencies, to develop joint working around the project.
9. Establish effective consultation processes to ensure service users views are heard and that they inform the development of the services.
10. Provide regular progress reports on the work as requested by line management.
11. To contribute to the formulation and dissemination of best practice models for youth project work in FM.
12. Implement FM's monitoring and evaluation processes to ensure that all outcomes for the work is effective and evidenced based and can be reported onto senior managers, trustees and funders.
13. Use information from evaluation of the work to assess and support roll out by others.
14. Represent FM in a range of settings as appropriate.
15. To carry out other related duties as may from time to time be required to fulfil the mission of FM.



STANDARD CLAUSES

16. To personally prepare for and attend annual appraisals and supervision with your line manager.
17. To work within all of FM 's policies and procedures.
18. To always act in the interests of FM.

This role requires an enhanced DBS check and to subscribe to DBS update service.

PERSON SPECIFICATION

We require the post holder to be able to demonstrate that they meet the person specification to a high level. We will be looking for evidence of all these areas during the selection process.

For the right candidate we will keep an open mind on whether you meet the essential/desirable criteria. It is important to us that we recruit someone with the right combination of skills, experience and attributes and we are open to hearing from you why and how you think you are the right person for this position.

1. Essential Qualifications

Youth Worker qualification or equivalent experience

2. Experience

- 2.1 A minimum of three years working with young people.
- 2.2 Experience of developing and delivering a range of structured and unstructured programmes for young people.
- 2.3 Experience of engaging marginalised and excluded young people
- 2.4 Direct experience of working with young people across different ages and ethnicities.
- 2.5 Experience of running consultation events with potential service users.
- 2.6 Experience of working in a multi-agency and a team setting
- 2.7 Experience of promoting diversity, inclusion and equal opportunity practices.
- 2.8 Experience of monitoring and evaluating services.

3. Knowledge

- 3.1 Knowledge of the needs of young people, gender issues and how race, class and culture cut across gender
- 3.2 Knowledge of methods that engage and work well with young people, particularly those marginalised and excluded.
- 3.3 Knowledge of current issues relevant to gang culture.
- 3.4 Knowledge of the current thinking around children and family and youth policy agendas and how this effects/impacts on services for young people.
- 3.5 Understanding of the third sector environment and context.
- 3.6 Knowledge of evaluation and monitoring systems
- 3.7 Understanding of client participation and service user involvement.



4. Personal attributes:

- 4.1 Commitment to the vision, mission and values of FM.
- 4.2 Ability to work out of normal working hours.

5. Skills and Abilities:

- 5.1 Ability to identify project/service aims, and able to work independently
- 5.2 Inner drive to deliver to high standards.
- 5.3 Ability to listen effectively, identify service users needs and interact well with service users.
- 5.4 Ability to plan and develop projects and resources efficiently to deliver best maximum results
- 5.5 Ability to communicate concisely orally and in writing
- 5.6 Ability to maintain positive working relationships and open to making personal changes
- 5.7 Ability to maintain social, organisational and ethical values in all functions of the role. Actively promotes diversity in services provision and employment.
- 5.8 Ability to plan and organise to manage multiple tasks and priorities. and to take responsibility for own continuous learning and professional development.
- 5.9 Ability to use Outlook and database IT systems to support the achievement of personal and collective work goals.

This is a description of the job as it is presently constituted. It is the practice of the FM to examine job descriptions from time to time and to update them to ensure they relate to the job as then being performed, or to incorporate whatever changes are being proposed. This will be conducted in consultation with you.