

Youth & Community Support Worker - Apprenticeship

Door 84 are hiring a Youth and Community Support Worker in an apprenticeship role. The contract would be a fixed term of three years, and working hours would be 30hr/week. The annual salary would be £20,982 (FTE £25,877.80).

The apprenticeship candidate is expected to undertake a qualification that will result in Professional Youth Worker status and a BA Honours in Youth Work (Level 6). The training provider is to be agreed upon following the appointment.

Job Description

The main purpose of the role is to assist in the development and delivery of a programme of activities and services for young people aged 8-17 years, adult members of our Sparks Project, and the Community Cafe. The role involves working directly with young people in ways that encourage personal development and take into account their needs and aspirations. The Sparks project is an inclusive group that provides an opportunity for adults with support needs to participate in creative and social activities. The group meets twice weekly for members to learn and develop new skills, explore each individual's creative ambitions, make friends, and help them grow socially.

Core Responsibilities, Tasks and Duties

- To work directly with people in a non-judgmental way
- To relate to and build positive relationships with the young people and community members
- To understand and assess the needs of young people and community members, and then make considered responses to those identified needs
- To collaborate with team members to plan, deliver and then evaluate youth and community work activities, and contribute to staff meetings and training programmes as planned
- To further own personal learning and professional development, in order to best respond to the needs of young people and community members, by undertaking a Degree Apprenticeship in Youth Work.
- To contribute to the team's recordings on the management information system after each session
- To work to the policies and procedures of Door 84.
- Help promote and market Door 84
- Attend events and fundraisers and help organise them

Creativity and Innovation

The role requires a high level of listening skills, creativity, and innovation is required to best respond to the varied needs of groups and individuals. Ongoing reflection and evaluation

with colleagues is a necessity, as well as the ability to respond flexibly and change approach according to the needs of the young people and community members.

Contacts and Relationships

Internal: Working within a developing team, which will also include volunteers. At meetings and conferences, contact will be made with other workers.

External: Our work can take place in a wide range of community and school settings, in public areas during events, and, as needed, contact will be made with other services, elected members, and members of the public. Support and direction will be provided.

Decision Making

The Youth & Community Support Worker will contribute to team plans and decisions made on work undertaken with young people and community members. The decisions made will influence service plans and directly affect the opportunities available to local young people and community members.

Work Environment

The post holder will need to meet appropriate deadlines, be flexible, and be available to work evenings and occasional weekends. Youth and Community work, by its nature, is often unplanned as it responds to the life events and changing needs of groups and individuals.

The post holder will need to manage a number of conflicting interests and frequently need to develop skills in multi-tasking and prioritising.

There are some physical demands, such as setting up equipment and stocking the community cafe with tinned items from the store.

As part of the key task of building relationships, Youth and Community Support Workers need to share appropriate experiences with young people where they are able to do so.

Working conditions

- Youth & Community Support Workers will typically be based in Door 84 and may also be required to make contact or work: on the streets / in parks / in public open spaces / in school or community premises / in other locations where young people and community groups meet

Safety at work

- All workers are required to work safely in accordance with Door 84's policies and procedures in order to minimise risks of harm, abuse or allegation towards young people, supported adults or workers.

Knowledge and Skills	Essential	Desireable
Knowledge of the needs of young people	Y	
Knowledge of the needs of adults with additional needs	Y	
Knowledge of mental health and emotional wellbeing needs		Y
An ability to set clear objectives, performance indicators and timetables for achievement. This includes target setting	Y	
Skills in communication and presenting (both written and oral)		Y
Skills in preparing written reports	Y	
Skills in working to / monitoring budgets	Y	
Skills in working with community representatives	Y	
Negotiating skills		Y
De-escalation skills	Y	
Knowledge of school and community settings	Y	
Knowledge of Door 84	Y	
Knowledge of services for children and young people in York	Y	
The ability to build and maintain positive relationships with young people and community members	Y	

Education / Training / Qualifications	Essential	Desireable
A qualification and training around the area of working with children, young people and the community. * <i>(For example: JNC recognised Youth/Community Work, Children, Young People and Families, Coaching and Mentoring, Sports/Fitness qualifications, Playwork qualification)</i>		Y
Willingness to train to level 6	Y	
Maths and English GCSE (Grade C/4 or above) or equivalent	Y	
In-date training / certificate in Safeguarding		Y

In date training / certificate in First Aid		Y
Willingness and motivation to study independently	Y	
Willingness to both study online and attend in-person training	Y	

*Please be aware that this role is only open to individuals who do not already have a qualification level 6 or higher.

Experience	Essential	Desireable
Minimum of two years experience working with children / young people / the community	Y	
Experience working independently and working on your own initiative	Y	
Experience working in a team supporting children / young people / the community	Y	

Special Requirements	Essential	Desireable
To work in a way that encourages young people and community members to take an active part in the decision-making process	Y	
Demonstrate positive attitudes and values towards others in the community	Y	
Access to a car / in-date driving licence		Y
Work in a way that is anti-oppressive and non-discriminatory	Y	