

REF: YIW300617

Job Title: Youth Intervention Worker

Location: North West/West London

Salary: £9.10 Per Hour | £75 Per Awakening Nights | £40.00 Per Sleep In

Hours: Sessions to be agreed with the Director.

THE PURPOSE OF THE ROLE:

To deliver intensive work to young people (aged 16 – 21 years) and address high risk behaviours such as; anti-social behaviour, criminal activity and substance misuse, and remove obstacles for young people to enable them to engage in mainstream services and provision. You will build up an intensive and trusting relationship and encourage young people to achieve their potential and succeed.

REQUIREMENTS:

- A professional or occupational qualification. (e.g. youth work, teaching, social work, or health)
- Prior experience with the youth justice system, victims of of abuse/violence, MAPPA, at risk of CSE, and young people with EBD/OBD.
- Confident and tenacious presence and a natural affinity with youth culture.
- Resilient character due to residents challenging behaviour.
- A clear understanding of evidence based practice, youth work methodology.
- Clear, enhanced DBS.
- Full UK driving license and use of a car. (Desirable)
- Mentoring or coaching experience.
- Flexibility in working hours and ability to be on an on call rota.

ROLES AND RESPONSIBILITIES

DIRECT WORK WITH YOUNG PEOPLE

- Clearly define the relationship with the young person from the outset, clearly explaining the function and nature of support.
- Analyse and accurately assess the level of support required to assist young people and develop a person centred plan to target the specified needs.
- Implement programmes of targeted interventions support the young person in addressing barriers, setting clear short and long term goals that result in tangible improvements to young people.
- Effectively connect with young people through developing a trust-based relationship relative to the support required, and ensure the young person remains actively involved.
- Undertake 1:1, group work and structured programmes to target specific areas such as; employment and education, health, sex and relationships.
- Be proactive in understanding the cultural and social trends amongst adolescents, and respond with creative and forward thinking tactics and techniques.
- Provide advocacy services on behalf of young people in official circles including the criminal justice system.
-

ADMINISTRATION

- Regularly review progress of young people and the services through qualitative, keeping case notes information on the progress of young person.
- Provide both verbal feedback and written reports as and when requested by Line Manager and other professionals/agencies.
- To undertake accurate records of intervention and support provided, keeping contemporaneous case notes. To ensure that records are kept in an appropriate manner, complying with relevant legislation e.g. Data Protection Act and Freedom of Information Act.



“CHANGING TODAY FOR A BRIGHTER TOMORROW”

- Help in the creation, administration, advertising and facilitation mentoring events/sessions/workshops.

NETWORKING AND COMMUNICATION

- Build an effective network with other agencies and statutory services (including schools, youth clubs, the police) to improve the opportunities available.
- Communicate effectively with other services where a young person may require additional and/or more specialist support, encouraging appropriate referrals of young people into relevant services.
- To assist in publicising the work and the range of services through communicating with referring agencies and individual referral agents to raise their awareness of WellSpring Care Services.

ORGANISATION

- Manage a workload of 5-10 cases and prioritise duties and responsibilities of the post and the needs of young people to achieve the best outcome.

OTHER

- To keep up to date with research and key developments in Health and Social Care, Youth Justice, etc., spotting opportunities for the development of the companies services.
- Research and development for new and ongoing projects and activities
- To achieve agreed service outcomes and outputs, and personal appraisal targets, as agreed by the line manager.
- Undertake any training and professional development as and when required.
- Undertake any other reasonable duties, commensurate with the job title, as may be determined by the Line Manager.
- Be a face to face contact with the public and partners, representing the organisation professionally and accurately.

BENEFITS:

- 28 days' annual leave + an extra day off for your birthday.
- A contributory pension scheme.
- Generous Discounts on; big brand high street chains, supermarket shopping, cinema tickets. Plus, lots of lifestyle perks from gym discounts, massages, to free mobile phone insurance.
- Employee Assistance Programme (EAP)
- Training and development programmes and schemes.
- A friendly and energetic working environment.
- Staff socials and seasonal events.

QUALIFICATIONS:

- A professional qualification or occupational qualification (e.g. youth work, teaching, social work, or health)
- Minimum 2 year's experience with youth based work.



ASDAN
Registered Centre



Youth Intervention Worker Personal Specification

	Essential	Desirable	How Identified/Assessed
Qualification	<p>Minimum NVQ Level 2 or possess an equivalent qualification.</p> <p>Hold a GCSE (and/or above) qualification in Maths & English Grade A-C or equivalent.</p>	<p>BA/MA/PHD in a relevant subject, e.g. Sociology, Law, Youth Studies etc. or other relevant qualification to level 5 (National Occupation Framework)</p>	AF
Previous Experience	<p>To have a minimum of 1 year’s experience working with Young People with diverse and complex behavioural needs.</p> <p>A minimum of 1 year’s experience in a mentoring or coaching position.</p>		<p>AF/I</p> <p>AF/I</p>
Job Specific Skills	<p>Provide ideas and solutions (intervention & relationship skills) to young people to facilitate positive changes in their lives.</p> <p>Good organisational, time planning, managing & liaising skills</p> <p>Strong support, listening and motivational ability.</p> <p>Works well with other and demonstrates a good ability to work within a team.</p> <p>Effective management of challenging behaviour and very good conflict resolution skills.</p> <p>Have professional confidence, competence and knowledge base to engage with young people and representatives of referral, other agencies and parents</p> <p>Understand and have a high level of professional boundary management</p> <p>Skills in everyday household tasks.</p> <p>Skills in recording and presenting information.</p> <p>Proven communication skills both verbally and in writing.</p>		<p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p>
Abilities:	<p>Highly motivated with drive and energy for working with young people aged 16 and upwards in a residential or group context, especially those with moderate or higher behavioural issues.</p>		AF/I

“CHANGING TODAY FOR A BRIGHTER TOMORROW”

	<p>Proven ability to contribute positively as a Team Member.</p> <p>Ability to motivate and enthuse young people and colleagues.</p> <p>Good Microsoft Office familiarity. Ability to quickly learn other computer software.</p> <p>Ability to work under pressure.</p> <p>A confident ability to manage difficult and challenging behaviours from Young People.</p>		<p>AF/I</p> <p>AF/I/T</p> <p>AF/I/T</p> <p>AF/I</p> <p>AF/I</p>
Miscellaneous	<p>Willingness to work unsociable hours (including sleep-ins or waking nights). Hours worked by support worker will include split shifts, weekends, bank holidays, early mornings and evenings. Sleep-ins and/or waking shifts will also be required depending on the needs of the individuals within the basic unit.</p> <p>Flexible and dedicated enough to be entered onto the on-call rota to respond to out of hours' emergencies.</p>	<p>Full clean UK driving licence and access to a car</p>	<p>AF/I</p> <p>A/F/I</p> <p>A/F</p>