**Hamara**

**Job Description & Employee Specification**

**Post Title:** Youth Development Worker

**Hours:** 15 hours

**Reporting to:** Youth Team Manager

**Location:** Hamara HLC, Tempest Road, Leeds LS11 6RD

**Salary:** £21,589 (pro rata)

**Duration:** 6 months

**Closing date:** Friday 03rd February 2023

Hamara is a well established community organisation delivering a range of community based services primarily but not exclusively to the BAME communities within Leeds. Funding has been secured through the Violence Reduction Unit to deliver a programme of activities to young people at risk of gang violence and currently has the following vacancy of Youth Development Worker within its Youth Team.

**Purpose of Post**

The aim of the programme is to reduce risk to young people of gang affiliation and risk of criminal exploitation. Therefore a good understanding of the push and pull factors around grooming is key. The youth worker will focus on building self-worth, self-value, self-esteem and creating safe spaces and places with peers. The youth work training for the young people will provide a targeted intervention as well as a diversion with an aim to cease offending or reoffending. The group youth sessions will also explore culture to reduce racial barriers, increase community cohesion and increase tolerance of different cultures.

**Duties**

1. To make contact with young people at risk of gang activity including violence and recruit onto the programme
2. To publicise and promote the project through networking, developing partnerships with a wide range of agencies and establish referral processes
3. To work in partnership with Leeds City Council and West Yorkshire Police including the Youth Offending Service to identify young people at risk of gang involvement.
4. To recruit volunteers and train them to become peer mentors on the programme
5. To work alongside the Youth Project Coordinator to develop programmes focusing on challenging young people’s ideas of identity and gang identity and develop issue based workshops that break down racial barriers.
6. To develop and deliver mentoring, coaching and skills development activities within weekly activities.
7. To recruit volunteers and train them up as mentors to deliver confidence building techniques to young people
8. To develop programmes that develops resilience and confidence in young people to avoid and challenge radicalisation
9. To attend regular supervision, team meetings and training and maintain own professional practice, identifying own training and development needs
10. To develop monitoring and evaluation processes and maintain appropriate records
11. To work with the manager in completing reports to the funder
12. To undertake any other appropriate duties that are relevant to the project and that may be required by Hamara

**Employee Specification**

**Criteria**

**Qualifications**

1. Desirable - A recognised qualification in youth work or equivalent at level 3 or above (NVQ,VRQ or degree level)

**Experience**

1. A minimum of two years paid experience of working with vulnerable young people
2. A minimum of two years’ experience of working within a range of youth work settings
3. Experience of planning, developing and delivering youth work programmes
4. Experience and proven track record of achieving in output and outcomes based targets
5. Experience of working intensively with vulnerable young people on a one to one and group basis
6. Experience of working with young people from diverse backgrounds
7. Experience of working on one’s own initiative and within a team

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| 1. Ability to develop close working relationships with partner agencies |
| 1. Experience of building and sustaining professional boundaries and appropriate relationships with young people. |

**Skills/Knowledge/Ability**

1. A high level of knowledge of the needs of the client group and what makes them vulnerable to becoming engaged in gang activity and violence.

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1. Ability to develop multi agency partnerships and work with colleagues from other agencies,
2. Good written skills, including, recording, compiling planning documents, report writing and competent, in the use of Microsoft Office
3. Ability to develop relationships with young people which gains their trust and confidence
4. The ability to work without supervision against an agreed work programme and project plan in order to meet deadlines
5. Ability to work under pressure in a demanding voluntary sector organisation
6. Ability to work both independently and as part of a team
7. Ability to prioritise tasks and meet deadlines
8. Ability to produce clear and concise reports.
9. Ability to keep up to date and accurate records
10. Ability to develop monitoring and evaluation processes and maintain accurate records
11. Working knowledge of policies and procedures
12. Hold a full driving license and have the ability to use own transport and travel around the city

**Attitudes and Values**

1. Commitment to personal and professional development
2. Commitment to equal opportunities and to work in an anti-discriminatory, and anti-oppressive manner with clients
3. Commitment to working in the best interests of young people
4. Commitment to working in partnership with other organisations
5. Flexible approach to work, including working unsocial hours
6. Innovative and creative approach to developing solutions and problem solving
7. Prepared to travel within the city and have own transport
8. Commitment to safeguarding and the welfare of young people