

Ferrywell Youth Project

Youth Worker

Job Description



Job Title: Youth Worker

Responsible to: Project Leader

Contract term: 3 years

Working with: The Project Leader, Project Support Worker and approximately 25 volunteers across the project. Working with other agencies and organisations, including schools.

Job Purpose: The Ferrywell Youth Project is rooted in Christian faith and values working with young people in the Pilton, Muirhouse and Drylaw area of Edinburgh. The Youth Worker inputs into the lives of young people and aims that: they are valued and supported, live lives characterised by positive, healthy and responsible choices, and have a significant impact on the community, including active involvement with local churches.

Job Requirements: Educated to degree level, the Youth Worker will have at least 2 years' experience working with children and young people in a teaching, youth work, social work or community learning and development role. As a committed Christian, the Youth Worker will be pastorally able to support young people and families, helping them to explore the Christian faith and fulfil their potential. Excellent communication skills will enable the Youth Worker to continue to build the Project's relationship with young people, families, volunteers, schools, churches and community.

Main Duties:

Community Based Work

- Co-ordinate and develop the programme and activities at the weekly secondary group DIME, ensuring volunteers are equipped to disciple and help young people explore the Christian faith.
- Recruiting volunteers and providing pastoral support to the volunteer team.
- Build healthy and supportive relationships with young people and their families.
- Contribute and participate, with the one-to-one mentoring programme for young people, including selecting and training volunteers.
- Network with other organisations and stakeholders in the community helping build strong relationships and working together where possible.
- Participate in and help lead residential activities, including Scripture Union holidays and weekends modelling a Christian attitude and lifestyle.
- Help organise, produce suitable resources and lead social activities, including day trips, outings and special events for individuals and groups.
- Work with young people, families and others to ensure that new activities and/or programmes are meeting identified needs.

- Undertake, where necessary and agreed, detached work and drop in's in order to establish working relationships with disaffected young people.

School Based Work

- Lead and co-ordinate work with at least one primary school, which may include:
 - Small group work to address the social, emotional and behavioural needs of those referred to the project.
 - Providing support to enable the young people to deal with difficult life situations. This may include 1 to 1 support in school where agreed with the relevant school staff, or in the community when agreed with the Project Leader.
 - Keep up-to-date written records of all work with individuals and other relevant group.
 - Communication with school staff, families, local church and community leaders, other professionals and agencies as appropriate.
 - Lead lunch-time and after school clubs which may include:
 - Scripture Union groups exploring the Christian faith
 - Special interest groups
 - Informal drop-ins
 - Pray for and support children and young people in their spiritual, emotional and social development

Training

- Be aware of and source appropriate and cost-effective training opportunities for volunteers.
- Help deliver and facilitate training for volunteers and young people.

Other

- Seek out and attend training to maintain Continuing Professional Development requirements.
- Undertake personal development through active participation in annual work reviews, supervision and identified training (internal or external).
- Take part in other FYP activities where appropriate.
- Promote the work of FYP by active engagement in building partnerships, for prayer, finance and volunteering, with existing and potential supporters and churches.
- Demonstrate commitment to the Ferrywell Project Mission, Ethos, Vision, Values, Belief Statements and work practices.
- Maintain records of expenses for the project and of groupwork and individual work.
- Any other task required for the contingency of this service as directed by the line manager.
- Appointment will be subject to a satisfactory PVG Scheme Disclosure.

Occupational Requirement

An Occupational Requirement applies in terms of the Equality Act (part 1, schedule 9). This post requires the occupant to have a personal faith in Jesus Christ as Saviour and Lord and to believe the Bible to be fully trustworthy, in all that it affirms and the highest authority for faith and life in keeping with FYP's statement of faith. These principles require to be applied alongside the professional skills required in this role.

**Ferrywell Youth project
Person Specification for Youth worker**

| CRITERIA | ESSENTIAL | DESIRABLE |
|---|------------------|------------------|
| Work Experience/Skills | | |
| Ability to communicate effectively, develop appropriate relationships and build networks in a variety of settings with a wide age range of people (educational, multi-agency partnership, churches) | ✓ | |
| Experience in establishing, developing and maintaining positive professional relationships with children and young people who are growing up in areas of deprivation including an ability to communicate effectively in an interactive & engaging manner in small & large group settings. | ✓ | |
| Awareness of the Scottish church scene and Scottish school system | | ✓ |
| Experience of working with schools | ✓ | |
| Excellent written communication, record keeping and presentation skills | ✓ | |
| Awareness of and able to communicate using social media platforms | | ✓ |
| Computer literate, experience of Word, Excel, PowerPoint and email | ✓ | |
| Leadership | | |
| Ability to inspire confidence and accept responsibility in a variety of contexts | ✓ | |
| Able to manage a varied and emotionally demanding job with some unsocial working hours. | ✓ | |
| Experience of leading teams and being able to delegate appropriately | ✓ | |
| Experience of envisioning, training and supporting volunteers | ✓ | |
| Education | | |
| Educated to degree level and/or a relevant qualification or significant experience in teaching, youth work, social work or community learning and development | ✓ | |
| Willing to undertake relevant training to obtain qualification if necessary | ✓ | |
| Social | | |
| A practising Christian whose lifestyle is in keeping with FYP's ethos and having the support of his or her church fellowship | ✓ | |
| Able to undertake evening and weekend duties | ✓ | |
| Aptitude | | |
| Ability to articulate Biblical truth and share clearly with children and young people | ✓ | |
| Ability to encourage others in Christian discipleship | ✓ | |
| Ability to represent the organisation in a professional manner | ✓ | |
| Capacity to multi-task across simultaneous projects | | ✓ |
| Demonstration of commitment and drive | ✓ | |
| Ability to be both self-motivated and an adaptable team player | ✓ | |
| Willingness to engage with all aspects of support and fund raising | ✓ | |
| Other | | |
| Willing to use own transport and have a full current driving licence | | ✓ |
| Committed to FYP's Christian ethos and willing to demonstrate this through commitment, behaviour and motivation. | ✓ | |

Ferrywell Project Youth Worker



Ferrywell Youth
Project

TERMS AND CONDITIONS OF SERVICE

1. HOURS

The post is full time, working 37.5 hours per week, subject to variation in accordance with the fulfilment of your responsibilities and by agreement with your line manager.

2. DURATION

The term of the post is 3 years.

3. PROBATIONARY PERIOD

The first six months of your employment will be probationary. Your performance will be reviewed throughout this period. If your performance is satisfactory at the end of this period your fixed term appointment will be confirmed. The employer reserves the right to extend your probationary period.

4. TERMINATION OF EMPLOYMENT

During the probationary period the notice required to be given either by you or Ferrywell Youth Project to terminate your employment is one week.

Except during the probationary period, the length of notice which you are obliged to give the company to terminate your employment is one month.

Except during the probationary period, the length of notice which you are entitled to receive from the employer to terminate your employment is one month.

Your employment may be terminated summarily in the event of a breach of contract by you that warrants summary dismissal.

SALARY RANGE

£25,675 – 27,595 per annum.

You will be paid in arrears on a monthly basis, on or before the 28th of each month.

5. PENSION ARRANGEMENTS

Ferrywell Youth Project participates in a Group Personal Pension Scheme operated by SU Scotland for employees over 18 and under 75 years of age. An employer's contribution of between 5.5% and 9% of total pensionable salary will be paid (the actual amount depending on your level of employee's contribution).

6. LIFE INSURANCE COVER

Life insurance cover of three times your annual salary is provided, with the premium being paid for by Ferrywell Youth Project.

7. HOLIDAYS

The holiday year runs from 1 July to 30 June. Annual leave entitlement for a full-time post is 33 days paid holiday (this amount is inclusive of entitlement to local and national holidays). Annual leave entitlement for part-time and fixed term staff is pro-rata. Annual leave entitlement will increase with length of service up to a maximum of 38 days.