

# Role Profile

## Rec Youth Worker



<b>JOB TITLE:</b>	Youth Worker (Rec)	<b>SALARY:</b>	London Real Living Wage currently £13.15 an hour
<b>REPORTING TO:</b>	Rec Lead	<b>HOLIDAYS:</b>	34 days including bank holidays and a day off on your birthday – Pro Rata
<b>LOCATION:</b>	Future Youth Zone, 201-225 Porters Avenue, Dagenham, RM9 5YX	<b>HOURS:</b>	16.5 hours a week
<b>THE PERSON:</b>	<p>We are looking for a committed Youth Worker to work with and create relationships with young people, with an ice breaker, game, or challenge for every occasion. The “rec area” is the heart of the Youth Zone and you will be passionate about creating a fun, positive, challenging, and energetic environment, alongside facilitating conversations with young people to explore their views and express their opinions.</p> <p>This is a great opportunity for someone looking to progress and develop their career in Youth Work or transition into the sector.</p>		
<b>KEY RELATIONSHIPS:</b>	Young people and parents, Rec Lead, Head of Youth Work, Senior Club Manager, Junior Club Manager, Inclusion Manager, Volunteers, Arts & Sports Co-ordinators		

**Closing date: Monday 17<sup>th</sup> March** Interviews will be held during the day or in the evening of the week beginning Monday 25<sup>th</sup> March

#### KEY DATES

To apply please complete the sessional application form, which can be found on our website and send to [recruitment@futureyouthzone.org](mailto:recruitment@futureyouthzone.org)

**Future Youth Zone are committed to safeguarding and promoting the welfare of children, young people and vulnerable groups. This post is subject to an enhanced DBS check. Pre-employment checks will be required for this role.**

#### JOB PURPOSE:


As a Rec Youth Worker, you will be key in ensuring young people have access to an exciting and engaging programme, which could range from pool competitions, hosting your own version of ‘I’m a Celebrity Get Me Out of Here’, to organising a debate on mental health or hosting an anti-bullying project. The possibilities are endless. You would be responsible for creating a lively, dynamic, creative, and fun-loving environment for all young people, whilst also creating space for young people to explore and discuss some of the big issues of the day and of course, have FUN! The successful applicant needs to be full of energy, be able to think creatively on their feet and be able to engage young people through a game of FIFA, a gladiator’s challenge, or a paper aeroplane race.

#### CONTEXT OF THE POST:

Future was the first Youth Zone in London opened by the national charity, OnSide in Spring 2019. Future, like all OnSide Youth Zones, exists to give young people, particularly those who are disadvantaged, somewhere to go, something to do and someone to talk to. Each Youth Zone is open 7 days a week, at weekends and during school holidays, with the purpose of supporting young people to become happy, healthy, and successful adults.

The Youth Zone supports young people like [Monique, Owen and Bola](#) to grow and develop.

## DUTIES AND RESPONSIBILITIES

- 
- Contribute towards an exciting range of activities on offer for young people attending the Youth Zone
  - Deliver sessions to young people that are engaging and motivational.
  - Work with young people to develop their leadership skills, confidence, and self-esteem.
  - To have great energy and establish positive relationships with young people, the wider youth work team and visitors to the Youth Zone.
  - To respond to the needs of young people through activities and the programmes delivered, including disadvantaged young people and those with disabilities or additional needs
  - To ensure that the young people maintain a high standard of behaviour and discipline during sessions.
  - To ensure the participation of young people in activities and that their ideas contribute fully to the delivery of activities in a safe way.
  - To complete recording & registering of activities and programmes.
  - To assist with any promotional activities and visits that take place at the Youth Zone.
  - To actively promote the Youth Zone and positively contribute towards increasing awareness and promotion of the Youth Zone.
  - To be an active member of the team and operate in line with the values and principles of Future Youth Zone
  - Assist with the coordination of projects and ideas that will help to benefit young people and the wider organisation.
  - To promote cultural cohesion and inclusion and proactively challenge any prejudice and discrimination.
  - Carry out any other reasonable duties as requested by management.
  - Be committed to a culture of continuous improvement.
  - Work within the performance framework of Future Youth Zone and OnSide.
  - To be alert to issues of safeguarding and child protection, ensuring the welfare and safety of Youth Zone members is promoted and safeguarded, and to report any causes of concerns to the Session Lead or Safeguarding team (training will be provided).
  - To assist with any promotional activities and visits that take place at the Youth Zone.
  - To comply with all policies and procedures, with reference to safeguarding, codes of conduct, health and safety, and equality and diversity, to ensure all activities are safe, accessible and inclusive.

## Person Specification

Applicants must demonstrate in their application form that they currently have the experience and use the skills outlined below or have used them previously in employment, education, training, volunteering etc.

### Person Specification

Selection Criteria*	Essential or Desirable	Method of Assessment
A = Application Form I = Interview T = Test/Personality Profile		
<b>Experience</b>		
Experience in leading and working with groups of young people aged 8-12 and/or aged 13-19 (up to 25 with a disability)	Essential	A & I
Experience working with young people from diverse backgrounds and with challenging needs	Essential	A & I
Experience in playing or teaching a musical instrument	Essential	A & I
Experience in delivering events/displays and performances	Desirable	A & I
Experience working with young people with additional needs and disabilities	Desirable	A & I
Experience in teamwork working and alongside volunteers	Essential	A & I
<b>Skills</b>		
Ability to deliver high-quality music programmes to children and young people who face social exclusion, disadvantage and disaffection and manage such a group	Essential	A & I
Able to work as part of a team and under own initiative	Essential	A & I
Able to plan and evaluate programs of activity including the production of session plans and evaluations	Essential	A & I
Able to communicate effectively with young people, parents, team members and members of the public	Essential	A & I
Able to work under own initiative		
Able to deliver within an equal opportunities framework	Essential	A & I
Ability to engage and build positive relationships with young people including disengaged and disadvantaged young people	Essential	A & I
Ability to coach, encourage, motivate and provide reliable support to children and young people	Essential	A & I
<b>Qualifications</b>		
A level 2 youth work qualification		
GCSE or equivalent literacy and numeracy		
<b>Knowledge</b>		
Understanding the challenges faced by young people and issues faced in their lives	Desirable	A & I
Understanding of youth work theory and practice	Essential	A & I
An understanding of safeguarding and current policies.	Desirable	A & I
<b>Special Requirements</b>		
A willingness to work unsociable hours and cover events, holidays and staff absence	Essential	A & I
DBS clearance and committed to Safeguarding children	Essential	A & I

\*Selection criteria for guidance only, alternative methods may be used to assist the selection process



## THE OTHER BITS...

The strength of the OnSide Network of Youth Zone is the diversity of its people, we place huge value on different people doing things in different ways and we welcome applications from what might be considered non-traditional backgrounds. The one thing we all have in common is our desire to raise the aspirations of young people across the country.

For information regarding how Future Youth Zone and OnSide Youth Zones process your data, please visit [www.futureyouthzone.org/privacy-policy/](http://www.futureyouthzone.org/privacy-policy/)

## OUR VALUES AND STAFF BENEFITS:



**EXCELLENCE**



**AMBITION**



Birthday off +  
extra holiday  
for length of  
service



Staff  
training and  
development



Free use of  
our gym



Pension  
contribution



Bike2Work  
Scheme

Free Holiday  
Club for your  
children  
aged 8-12



Employee  
Assistance  
Programme



Proud London  
Living Wage  
employer



Weekend and  
evening roles  
available



Rewards and  
Recognition  
scheme