

## **Lead Detached Youth Worker**

**Responsible to: Trust Development Manager**

**Salary JNC 14 – 17 (equivalent)– up to £28,787 (pro-rata for a part time post)**

**Crystal Palace Community Trust is seeking an experienced, skilled and enthusiastic Lead Detached Worker to lead our detached work in Anerley and Penge, and on the Kingswood estate.**

**This is a full time (35 hours per week) post. Applications for part time/job share are welcome.**

### **Main purpose of the role:**

The post (s) require a youth work professional with energy and strong youth engagement skills to develop work with hard to reach young people who may have disengaged with mainstream provision. Experience of street based work and community engagement is essential.

You will have a background in delivering youth work to diverse groups of young people.

This role provides scope for the successful candidate (s) to develop creative and innovative work with young people and a high degree of autonomy for the right person.

The Trust is at an exciting stage in its development and there are potential personal progression opportunities within the organisation.

### **Key responsibilities:**

- Establish relationships through face-to-face work with young people to offer support and encouragement and divert them away from negative behaviours and into positive activities
- Initiate and deliver a programme that encourages young people to engage in positive, constructive activities
- Manage a team of part time detached youth workers
- Establish relationships of mutual trust and respect with young people addressing key issues affecting their lives
- Be a good communicator able to relate to young people in a positive way and demonstrate understanding and empathy
- Establish and maintain appropriate boundaries with young people and colleagues
- Monitor and record the work including information required by funders, and be able to produce reports based on this information and meet targets within agreed timescales
- Work within CPCT's Safeguarding and Child Protection procedures and policies promoting a culture where young people feel safe
- Attend training as appropriate and regular supervision and planning meetings
- Adhere to the organisations policies at all times particularly Equality and Diversity, Health and Safety and Child Protection

## Person Specification

### Qualifications

- Nationally recognised youth work qualification
- Courses undertaken on issues affecting young people's lives

### Skills

- Ability to develop plan monitor and evaluate programme of work appropriate to the different needs abilities and interests of young people
- Ability to facilitate developmental group work with young people
- Demonstrable skills in youth work and community engagement
- Ability to assess risk and make professional judgements

### Experience

- Experience of delivering youth work in the youth sector
- Experience of delivering activities with young people
- Experience of developing and building relationships with hard to reach young people
- Significant experience of working in a detached youth work setting
- Experience of managing others (staff or volunteers)

### Competencies

- Ability to put youth work principles into practice
- Ability to deliver effective outcomes for young people
- Ability to break down barriers for young people and provide opportunities for them

### Knowledge

- How to engage young people not taking part in positive activities in their leisure time
- Understanding of the issues affecting young people's lives
- Knowledge of providing interventions with young people
- Knowledge of Health and Safety, Diversity Awareness and Safeguarding best practice and how these relate to young people and staff

### Personal Qualities

- Creativity and enthusiasm
- Flexible approach to working
- Hands on, can do attitude
- Happy to work flexibly

### Other:

A driving licence would be useful; an enhanced DBS is required for this post.