

Youth Worker for a leading London youth centre

Reporting to: Programme Manager

Hours: Full time (35 hours per week - includes weekends and evenings)

Salary: £27,000 per annum

Location: London W10

The Avenues Youth Project

As one of London's leading youth clubs, our work is challenging but fun and very rewarding.

For over 40 years The Avenues Youth Project has provided a safe space for young people aged 8 to 18 to play, socialise, acquire and develop skills and receive advice and motivation.

In an area of North Westminster with plenty of social challenges, The Avenues is seen as a beacon organisation, hugely valued by our community and widely respected in the youth sector.

In April 2021, we were awarded a Gold Level London Youth Quality Mark, a quality assurance scheme, a programme recognised by City and Guilds.

Our team is professional, hard-working and great fun to work with. Each one of us is passionate about giving every child and young person the opportunity and support to make the most of their future, regardless of their background, and we apply the same principle to those who work at The Avenues.

The Avenues Youth Project in W10 was established in 1979. Our mission is to support young people who might not otherwise get the opportunity to flourish. The service currently operates 6 days a week, with much scope to develop new programmes. We offer a range of activities from Judo, Homework Club, Lyric Writing and much more, tailored to the needs and ambitions of our young members. In addition, we run programmes during school holidays through the day and into the evenings. The Avenues Youth Project offers a vital resource for the local community, providing free opportunities in a safe, attractive environment for young people to develop educationally, socially and personally through an exciting and wide range of sport, creative arts and practical skills.

The Job

This is a new post that will work with the Programme Manager and Senior Youth Worker in developing the growing programme of youth activities on offer, and drive-up engagement with young people, the sector, community, and when appropriate funders.

Below is a list of the specific responsibilities and general responsibilities of the role, however as we are an evolving organisation, this job description is not intended to be inflexible or a finite list of tasks and may vary from time to time.

Specific Responsibilities of the role

- To have lead responsibility for the new Seniors Programme on Saturday evenings and ensure the effective delivery of this programme. You will support on the design and development of this new project, and lead on recruitment of young people.

- To implement and evaluate the Seniors Programme and develop a good understanding of its objectives, putting in place plans and review regularly to ensure expectations are met.
- To have lead responsibility for Outreach and Recruitment. To establish early positive relationships with young people and achieve recruitment requirements of programmes and activities.
- To develop and maintain effective long-term Community Partnerships that deliver positive outcomes for young people. To have proactive contact and engagement within the community, and build up partnerships within the local area, such as but not limited to schools, community groups and youth organisations.
- To ensure a high level of administration and record keeping, including supporting with Data Collection, Monitoring and Evaluation.
- To oversee the development and running of the Youth Mentoring Scheme.

General Responsibilities of the role:

- To assist the Programme Manager and Senior Youth Worker in developing and providing a wide range of activities and informal educational opportunities to young people attending the provision at The Avenues.
- To plan, develop and deliver programmes of youth work which are designed to meet educational, social and developmental needs of young people.
- To ensure that programmes of youth work provided for young people meet the quality standards set by The Avenues Youth Project.
- To undertake a range of administrative duties required for the smooth running of the project.
- To work directly with young people to develop and deliver high quality programmes designed to meet their needs and thereby raise their standard of educational achievement and social development.
- To ensure the quality of all work through engagement in an ongoing process of planning, recording and evaluation.
- To actively access and participate in training opportunities.
- To maintain awareness of current issues and developments in youth work both locally and nationally.
- To attend regular supervision, team and any other appropriate meetings as directed by your Line Manager.
- To assist and support youth workers and support workers in the programmes.

About you

We are looking for someone that has a passion for supporting young people to reach their full potential. Someone that is hardworking, self-motivated and has a can-do approach. The person specification for this role is outlined below:

Knowledge and experience:

- A Youth Work qualification or equivalent – Level 2 or above
- Experience of working with young people, especially challenging or at-risk young people.
- Experience planning and delivering activities, projects and individual interventions relating to young people.
- A proven track record of successfully delivering services for children and young people, and successful youth engagement.

- Experience of working within a team, as well as the using your own initiative to deliver structured programme of activities.
- Good understanding of safeguarding, risk assessment and health and safety issues.
- Experience with monitoring and evaluation and confident in handling data.
- Experience of working one-to-one with young people.
- IT literate.

Abilities:

- The ability to identify the needs of young people.
- The ability to plan, record and evaluate your work.
- The ability to develop positive relationships with young people and establish and maintain boundaries.
- Appropriate understanding and approach to young people's development.
- Excellent outreach and relationship building and maintaining skills.
- Good project and programme management skills.
- Non-judgemental approach.
- A commitment to equality of opportunity in all aspects of service delivery and ability to challenge when necessary.
- Ability to manage a staff team and a group of young people and work independently.
- Good communication skills, verbal and written experience of consulting with young people. Recognise the importance of clear lines of communication.
- Ability to challenge young people's language and behaviour effectively.

We are seeking to expand our committed team of youth workers who work directly with young people, as well as build relationships with partners, community groups and other local organisations.

We strongly believe that a diverse and inclusive team is vital to our work. We are especially interested in hearing from individuals who are Black, Asian or from a minority ethnic background and/or those with a lived experience of the young people we support.

We are committed to safeguarding and promoting the welfare of children and young people. All roles are subject to safer recruitment practices, and this position will require an Enhanced Disclosure and Barring Service (DBS) Check.

How to apply:

If you are passionate about working with young people, please send us your CV and a cover letter explaining why the role interests you and how you meet the person specification. Send your application to iwanttowork@avenues.org.uk

The closing date for applications is Tuesday 8th June 2021, 12pm (midday). However, we are looking for successful candidates to start as soon as possible, therefore applications will be reviewed on an ongoing basis and interviews scheduled accordingly. Therefore, we may close the recruitment early if the post is filled so, please apply as soon as possible.