Job Description

POST: Lead Youth Worker

RESPONSIBLE TO: Community Hub Leader

GRADE/SALARY: Grade E (0.8 FTE 32hrs / week inc. breaks)

KEY RELATIONSHIPS: Oasis Hub MediaCityUK team; Community Hub Leader, Church and Community Youth Worker, wider Oasis youth work network, sessional staff, relevant Academy support staff; Salford Youth Service, Youth Alliance and Staff; placement staff and volunteers.

LOCATION: Oasis Community Hub: MediaCityUK, Salford

WORKING PATTERN: 32 hours per week. Including Friday evening until 18:30.

Organisational context:
Oasis believes that every person matters and, as a result develops community hubs that meet people's holistic needs – educationally, physically, spiritually, economically, environmentally and socially – and benefit the whole person and the whole community.

Oasis MediaCityUK is looking to appoint a Lead Youth Worker. The Lead Youth Worker will be based at Oasis Community Hub MediaCityUK in Salford, as part of the Oasis youth and community service, and Oasis Academy MediaCityUK. Our youth services are focused on early prevention and being trauma informed and responsive.

Purpose of Job:
The Lead Youth Worker will primarily deliver mentoring, both 1-to-1 and in small groups, with young people aged 10 to 16 who are referred from Oasis Academy MediaCityUK and other community referral pathways. The post holder will lead the wider Oasis youth programme, including Friday Night Youth Club provision, holiday clubs, and detached youth work within local communities, engaging young people in their own spaces to build trusting relationships and connect them with positive opportunities and support.

As Lead Youth Worker, the post holder will provide day-to-day guidance, support and supervision to youth workers and volunteers, ensuring the delivery of high-quality youth work provision and maintaining a safe, inclusive and youth-centred environment. The successful candidate will nurture professional, positive and safe relationships with young people, promoting their personal, social and emotional development while creating opportunities for them to thrive.

RESPONSIBILITIES:

1. To act as Lead Youth Worker for Oasis Community Hub: MediaCityUK, providing leadership, guidance and support to youth workers and volunteers.
2. To deliver high-quality and professional 1-to-1 and small group mentoring for young people aged 10-16.
3. To lead and deliver a successful programme of youth work provision, including Friday Night Youth Club, holiday activities and detached youth work within local communities.

4. To supervise, support and develop youth workers, volunteers and placement students, promoting high standards of practice, safeguarding and youth engagement.
5. To lead on the day-to-day co-development and co-delivery of mentoring and youth work programmes alongside Oasis Youth and Community teams and partner organisations.
6. To deliver targeted and therapeutic support for young people referred through schools, community partners and other referral pathways.
7. To identify, engage and support young people who may be vulnerable, at risk, or not currently accessing services, using outreach and detached youth work approaches where appropriate.
8. To build and sustain positive, inclusive and professional relationships with young people, empowering them to raise aspirations, make positive choices and achieve their goals.
9. To work with relevant professionals and statutory agencies to assess risk, support safeguarding processes and develop appropriate safety and action plans for young people.
10. To develop and maintain effective partnerships with schools, statutory services, community organisations and other local stakeholders.
11. To work with Oasis leadership to monitor, evaluate and report on programme outcomes, including the collection and recording of qualitative and quantitative data using approved systems.
12. To contribute to the recruitment, induction and ongoing development of youth workers and volunteers, encouraging a culture of reflective practice and continuous improvement.
13. To represent Oasis at meetings, events and networking opportunities, promoting the work and values of Oasis where appropriate.
14. To promote and safeguard the welfare of children and young people at all times and work flexibly across evenings, weekends, school holidays and community settings to meet the needs of the service.

SPECIFIC DUTIES:

- Leading of specific activities with young people in a youth club setting.
- Working with a focus group of young people to develop youth led projects and inform monitoring and evaluation.
- Building appropriate relationships with young people to support their personal and social development.
- Support young people to engage in volunteering and leadership opportunities.
- To organise and oversee the staffing of the Friday evening provision

GENERAL DUTIES:

- Contributing to the planning, delivery and evaluation of the youth work curriculum.
- Supporting staff and volunteers to run the youth project sessions.
- Promoting and developing a positive culture and ensuring that diversity within the community is recognised and respected.
- Leading by example and being a positive role model.
- Participating in debriefs and team meetings.
- Meeting regularly with line managers and mentors as agreed.
- Work in partnership with Salford Youth Service, the Youth Alliance and other local services to co-ordinate youth work on offer in the local community.
- Undertake training as and when needed.

Safeguarding children and young people

Oasis is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, which may include an enhanced DBS check.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

Lead Youth Worker Person Specification

	Essential	Desirable
Qualifications	• A relevant qualification in Youth & Community Work (Level 3 or above) or is able to demonstrate relevant experience at this level within the sector.	
Experience, Skills and knowledge	• Experience working within a youth/community setting alongside other statutory and voluntary organisations • Knowledge of safeguarding practices and health and safety • Previous experience implementing youth programmes • Excellent oral/written communication skills • Able to function in diverse settings and with a wide range of professional agencies and staff e.g. LA, hub staff, community groups • Proven team player with sense of humour • Presentation skills • Flexible approach to changes in circumstance and able to work unsocial hours • Able to take initiative and work under pressure • Good organisational and administrative skills	• Experience working with at-risk children or young people • Counselling skills/experience • Experience of project management • Experience of supervising volunteers or staff

	• IT literate, use of MS Office	
Personal Qualities	• Self-motivated, able to work alone and as part of a team • Reliable • Commitment to safeguarding and promoting the welfare of children and young people • Willingness to undergo appropriate checks, including enhanced DBS checks • Motivation to work with children and young people • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline • Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis Community Learning ethos.	