

Job Description

For Non-Streamlined Positions

This form is used to provide a complete description of the specific job (or role) and defines the skills, knowledge and abilities required to undertake the specific and generic role profile.

Section A: Specific Role Profile

The specific role profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the job role and a brief description of the main duties.

Role Details

Job Title:	Youth Worker	JEID	TSYW1
Salary Grade:	JNC Professional range pts 19-22 (£30,364 – £33,039)		
Team:	Corporate Parenting		
Service Area:	Children and Families		
Primary Location:	Warwick		
Political Restriction	This position is not politically restricted.		
Responsible to:	Team Leader		
Responsible for:			

Role Purpose

- To deliver a variety of targeted youth work programmes and approaches with young people
- To design, develop and deliver challenging approaches to meet the needs of young people, especially those as identified as Service priorities

Role Responsibilities

- Be involved in direct delivery of work with young people in an average minimum of 7 sessions per week
- Ensure joined up approaches across agencies with those young people working with
- Develop programmes of individual and group work to meet the needs of young people
- Act as a role model to young people, colleagues and organisations looking to develop opportunities for young people
- Be part of a team including social workers, therapists, and family support workers to support foster carers and children who are stepping down from residential.
- Strengths based model, offering emotional and practical support to foster families and children to prevent placement breakdown and to support any transition including step down from residential and reunification to families.

Section B: Person Specification

The person specification provides a list of essential and desirable criteria (skills and competencies) that a candidate should have in order to perform the job.

Each of the criteria listed below will be measured through; the application form (A), a test / exercise (T), an interview (I), a presentation (P) or documentation (D).

Essential Criteria

Assessed By:

• Professional qualification in youth work or currently undertaking professional youth work qualification	A,D
• The ability to develop positive and challenging working relationships with young people, including those identified as vulnerable	A,I
• Has experience of working in the community and can demonstrate good networking and partnership practice	A,I
• The ability to work within policy and practice guidance, using professional discretion over a broad area of activity	A,I
• The ability to work under pressure including meeting unpredictable deadlines and expectations with the work with young people	A,I
• The ability to empower parents of service users to make decisions and recommendations to improve the families circumstances and outcomes for their children	A,I
• Has a good understanding of equal opportunities and ensures that this is a core part of youth work delivery.	A,I
• Demonstrates ongoing learning a personal development in work with young people and related practice	A,I
• Experience of developing and delivering a variety of different youth work approaches in different settings	A,I
• Knowledge of the Early Help process and role of lead professional	A,I
• Ability to work well with colleagues, including managers, as a member of a team	A,I
• Mobility essential. Able bodied applicants able to drive, have a driving licence and be a car owner. Disabled applicants should be able to perform the job with aid, where necessary	A,D
• Ability to be flexible and agile in working hours to include unsocial hours including evenings and weekends and undertake residential experiences	A,I
• Ability to communicate fluently, in writing, through presentations and verbally, with a wide range of people, including senior managers	A,I

Desirable Criteria

Assessed By:

• Educated to degree level	A,D
• Ability to drive larger passenger vehicles eg. mini buses and have passed a local authority mini bus test	A,D
• Experience of working in a multi-agency team	A,D

Section C: Working Conditions

The working conditions relate to those non-contractual elements of the job that may impact on the holder of the position, as well as those workplace-based responsibilities that are part of this job. These are not contractual but provide a guide to the working conditions and the potential hazards and risks that may be faced.

Health & Safety at Work

To take responsibility for your own health, safety and wellbeing, and undertake health and safety duties and responsibilities for your role as specified within Warwickshire County Councils Health and Safety Policy, and all other relevant health and safety policies, arrangements, procedures, systems of work as specified for the post/ role.

Potential Hazards & Risks

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked). The purpose of recording this information on the job description is so that the health status of the potential and actual post-holders can be assessed with regard to the significant hazards and risks. These hazards and risks should be based on the appropriate activity, process and/or operation risk assessment whereby all of the significant risks are identified, recorded and appropriately controlled. The list below is therefore not an exhaustive list because it is the risk assessment that details all significant risks that could arise out of or in connection with the work activity, but any others will be identified in the 'other' section.

<input type="checkbox"/> Provision of personal care on a regular basis	<input type="checkbox"/> Driving HGV or LGV for work
<input type="checkbox"/> Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects	<input type="checkbox"/> Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or WCC vehicle for work purposes)
<input type="checkbox"/> Working at height/ using ladders on a regular/ repetitive basis	<input type="checkbox"/> Restricted postural change – prolonged sitting
<input checked="" type="checkbox"/> Lone working on a regular basis	<input type="checkbox"/> Restricted postural change – prolonged standing
<input type="checkbox"/> Night work	<input type="checkbox"/> Regular/repetitive bending/ squatting/ kneeling/crouching
<input type="checkbox"/> Rotating shift work	<input type="checkbox"/> Manual cleaning/ domestic duties
<input type="checkbox"/> Working on/ or near a road	<input type="checkbox"/> Regular work outdoors
<input type="checkbox"/> Significant use of computers (display screen equipment)	<input checked="" type="checkbox"/> Work with vulnerable children or vulnerable adults
<input type="checkbox"/> Undertaking repetitive tasks	<input checked="" type="checkbox"/> Working with challenging behaviours
<input type="checkbox"/> Continual telephone use (call centres)	<input type="checkbox"/> Regular work with skin irritants/ allergens
<input type="checkbox"/> Work requiring hearing protection (exposure to noise above action levels)	<input type="checkbox"/> Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
<input type="checkbox"/> Work requiring respirators or masks	<input type="checkbox"/> Work with vibrating tools/ machinery

<input type="checkbox"/> Work involving food handling	<input type="checkbox"/> Work with waste, refuse
<input type="checkbox"/> Potential exposure to blood or bodily fluids	<input checked="" type="checkbox"/> Face-to-face contact with members of the public
<input type="checkbox"/> Other (please specify):	