

## Job Profile

**Post title:** BYB Youth Worker

**Responsible to:** BYB Partnership Coordinator

**Department:** Children, Young People and Families

**Salary:** £22,000-£25,000 per annum pro-rata

**Hours:** 21 hours per week

### Background & Description of Role

#### Building Young Brixton

Building Young Brixton (BYB) is a Lambeth based partnership of 6 local youth, community and education specialists, working together to provide a multifaceted service for young people affected by social and financial disadvantages, risk of exclusion and gang involvement across Brixton Town Centre Wards.

Delivering place-based interventions and projects, we support young people to improve outcomes in 6 areas, providing them with key building blocks to support them to become successful, confident and civically engaged individuals: developing social and emotional capabilities; improving engagement in education; preparing for employment and careers; supporting mental well-being; developing positive relationships; increasing civic participation.

#### The Role of BYB Youth Worker

The BYB Youth Worker sits at the heart of our BYB Partnership, working with children and young people aged 8-24 years on a diverse range of projects and services. Acting as the lynch pin between BYB's 6 youth teams you will work with each organisation on an ongoing basis to support delivery of BYB activities, ensuring young people play an active and meaningful role in service delivery and are supported to access the wide range of provision available through the BYB partnership.

You will maintain a collaborative approach across BYB delivery areas, leading the facilitation of local focus groups and the BYB Young People's Steering Group to feed into service design. You will be at ease working with and conducting outreach with young people, some of whom are from traditionally hard to reach groups, but also at building close and productive relationships with others in the local community facilitating and supporting referrals across BYB and other community groups.

You will be skilled at service delivery, whilst also possessing the administrative and organisational skills to ensure all work is clearly tracked, monitored and evaluated as per our funders requirements.

Your work across the BYB Consortium will contribute to ensuring BYB's innovative approach to youth provision meets its aims of providing the highest quality provision and continually striving to improve and expand its services as defined by the young people.

### Key Accountabilities

- Conduct outreach, recruitment and engagement of young people to utilise services provided by BYB, including supporting referrals in, through and out of the BYB partnership
- Lead in the recruitment, development, planning and delivery of a Young People's Steering Group ensuring robust and timely feedback.
- Promote and conduct regular youth led focus groups & surveys for both users of the services and young people within the community.
- Develop, plan and co-ordinate an effective communications pathway including regular meetings between the 6 BYB Youth Teams
- Working with the BYB Co-ordinator support the BYB Youth Teams to ensure that work and performance targets are monitored, recorded and reported in a timely fashion
- To support in the administrative functions as required by the BYB Co-ordinator including data inputting and measuring the impact of BYB's work
- Attend regular training and development opportunities to maintain an up-to-date knowledge of safeguarding, health and safety and local policy developments
- Any other duties that fall in line with your role, as may be reasonably required by the BYB Co-Ordinator
- To be a pro-active team member that generates a positive environment where young people feel safe and continuously engaged

### Person Specification

The person specification gives an idea of skills, knowledge and experience required to carry out the job. The person specification will be used in the short listing and interview process for this post. People who possess the essential experience (E) and believe their skills match the role as described above should not be put off if they do not possess the desirable experience (D)

Requirements	
<b>Education and Experience</b>	
Three years' experience of working with children or young people, specifically those who are at risk or, or are/have been involved in gangs	E
Experience of working in and networking with voluntary and statutory organisations, and working effectively with other professionals and agencies	E
A Diploma in youth work or an equivalent national qualification validated by the National Youth Agency	D
Spanish speaking	D
<b>Knowledge, Skills and Ability</b>	
Ability to advocate on behalf of children and young people and involving them in decision making processes	E
Strong communication, negotiation and influencing skills	E
Strong organisational skills, ability to plan and prioritise own work and manage routine administrative tasks	E
Competency in IT, including using Microsoft packages; word, excel and outlook	E
An understanding of and commitment to equal opportunities, and to work in a non discriminatory way	E
Ability to measure the impact of projects delivered	E
<b>Personal Qualities</b>	
Flexible and adaptable to new situations and able to motivate and inspire others.	E
Commitment to supporting the development of young people	E
Able to cope under pressure and accept responsibility to meet goals	E
Available to work evenings and weekends	E