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| **Job Description** |
| **Post title** | **Team Around the Community (TAC) County Wide Youth Worker** |
| **Grade** | JNC 17-20 |
| **Service** | Children and Young People’s Service |
| **Service Area** | Early Help Inc & Vnble Children, One Point & Think Family Service |
| **Reporting to** | The postholder will report to the Family Centre Team Manager |
| **Location** | Your normal place of work will be Any 0-19 Family Centre location across County Durham, you may be required to work at any Council workplace within County Durham. |
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| **DBS** | This post is subject to an enhanced disclosure. |
| **Flexitime** | This post is eligible for flexitime. |
| **Politically restricted** | This post **is/is not** designated as a politically restricted post in accordance with the requirements of Section 1(5) of the Local Government and Housing Act 1989 and by regulations made from time to time by the Secretary of State. |

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| **Description of role** |

The 0-19 Family Centres contribute to the delivery of the ‘Early Help Offer’ whilst retaining a clear focus on early years in line with the ‘best start’ in life. The Family Centre will provide a broader range of support services for family support in local communities.

The Team Around the Community (TAC) County Wide Youth Worker will lead a small team of youth workers who will work within communities where there are concerns about young people engaging in either anti-social and/or risk-taking behaviour, with a view to supporting those young people to make healthier and safer lifestyle choices. TAC will be delivered using either detached youth work approach, or a targeted group work programme.

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| **Duties and responsibilities** |

Listed below are the responsibilities this role will be primarily responsible for:

* Develop and use a range of approaches to engage and build an effective working relationship with young people and families to enable positive change to take place.
* Plan, deliver and evaluate group work activities, to address a range of identified issues and work directly with young people delivering high quality sessions which improve outcomes.
* To oversee the delivery of the detached youth work and the staff team ensuring high quality sessions
* Work closely with colleagues in Family Centres to support the wider delivery of programmes for young people and their families.
* Where appropriate, undertake a proportionate assessment and supporting family plan utilising where required TAF processes, to understand the young person’s needs and offer a range of interventions to support sustained change.
* Maintain appropriate records and documentation in line with OPS agreed standards and ensure progress and improved outcomes are effectively and appropriately evidenced and be responsible for recording and monitoring performance targets for the project, including production of reports.
* To be aware of and work in line with County Council, One Point Service policies and guidance, including Safeguarding procedures.
* To work effectively and creatively with partners from a range of service, including Criminal Justice Services: Anti-Social Behaviour Team, Police, Youth Justice Service, Restorative Team and the wider One Point Service, in order to meet needs and improve outcomes for children, young people and their families who are in need of additional support.
* Be accountable for and review own practice using supervision, reflective practice, and other opportunities for continuous professional development.
* To provide direct line management (including supervision and appraisal), to a team of youth workers and auxiliaries.
* To maintain a current, professional knowledge base and competency in the required skills for this role as set out in the Person Specification and to identify personal development needs and promote own professional development by attending appropriate courses.
* To work flexibly to meet the needs of young people, including ongoing evening working (it is expected that the post holder will work 3 evening sessions a week on an ongoing basis).

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| **Organisational responsibilities** |

* **Values and behaviours**

To demonstrate and be a role model for the council’s values and behaviours to promote and encourage positive behaviours, enhancing the quality and integrity of the services we provide.

* **Smarter working, transformation and design principles**

To seek new and innovative ideas to work smarter, irrespective of job role, and to be creative, innovative and empowered. Understand the operational impact of transformational change and service design principles to support new ways of working and to meet customer needs.

* **Communication**

To communicate effectively with our customers, managers, peers and partners and to work collaboratively to provide the best possible public service. Communication between teams, services and partner organisations is imperative in providing the best possible service to our public.

* **Health, Safety and Wellbeing**

To take responsibility for health, safety and wellbeing in accordance with the council’s Health and Safety policy and procedures.

* **Equality and diversity**

To promote a society that gives everyone an equal chance to learn, work and live, free from discrimination and prejudice and ensure our commitment is put into practice. All employees are responsible for eliminating unfair and unlawful discrimination in everything that they do.

* **Confidentiality**

To work in a way that does not divulge personal and/or confidential information and follow the council’s policies and procedures in relation to data protection and security of information.

* **Climate Change**

To contribute to our corporate responsibility in relation to climate change by considering and limiting the carbon impact of activities during the course of your work, wherever possible.

* **Performance management**

To promote a culture whereby performance management is ingrained and the highest of standards and performance are achieved by all. Contribute to the council’s Performance and Development Review processes to ensure continuous learning and improvement and to increase organisational performance.

* **Quality assurance (for applicable posts)**

To set, monitor and evaluate standards at individual, team and service level so that the highest standards of service are delivered and maintained. Use data, where appropriate, to enhance the quality of service provision and support decision making processes.

* **Management and leadership (for applicable posts)**

To provide vision and leadership to inspire and empower all employees so they can reach their full potential and contribute to the council’s values and behaviours. Managers and leaders must engage in personal development to ensure they are equipped to lead transformational change; always searching for better ways to do things differently to meet organisational changes and service priorities.

* **Financial management (for applicable posts)**

To manage a designated budget, ensuring that the service achieves value for money in all circumstances through the monitoring of expenditure and the early identification of any financial irregularity.

*The above is not exhaustive and the post holder will be expected to undertake any duties which may reasonably fall within the level of responsibility and the competence of the post as directed by your manager.*

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| Person specification |
|  | Essential | Desirable |
| Qualifications | * A nationally recognised qualification in Youth Work at Degree level or above
 | * MA Level qualification
* Management qualification
* Coaching qualifications
* MIDAS (Minibus Driver Awareness Scheme) Certificate
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| Experience | * Delivering youth work programmes to targeted groups of young people
* Delivery of detached youth work
* Working in an integrated team
* Managing a youth work staff team
* Team Around the Family as lead professional
* Working in partnership with voluntary sector organisations and other delivery agencies
* Managing external funding
* Writing and presenting reports
* Implementing and monitoring quality assurance systems
* Involving young people in decision making and governance
* Good practice in relation to Health and Safety procedures.
* Integrated multi agency working processes and practices for safeguarding children, young people, and vulnerable adults
 | * Work with young people who are NEET, challenging behaviour, young parents.
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| Skills & Knowledge | * The ability to deliver high quality youth work
* To communicate effectively
* To be able to use ICT effectively
* Knowledge of equality and diversity policy and issues.
* Knowledge and understanding of the physical, emotional, intellectual, and social needs of young people and families
* Values and principles underpinning whole family intervention
* Understand the nature of effective relationships
* Problem solving skills – ability to be innovative and find creative solutions to implement change
* Ability to manage time effectively, prioritise, co-ordinate tasks and meet deadlines
* Knowledge and understanding of Safeguarding
* Proven verbal and written communication skills
* Effective interpersonal skills including ability to work effectively as part of a team and in partnership with a range of external agencies
* To be able to demonstrate at all times the requirement to focus on the needs of the young person
* The ability to reflect and evaluate to improve working practice
 | * Ability to demonstrate knowledge and understanding of key policies affecting families and children.
* Experience of working in an outcome focused environment
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| Personal Qualities | * The ability to work flexibly to meet the needs of the Service
* Non-confrontational approach to problem solving
* Open, honest and assertive manner
* Supportive and challenging
* Ability to respect confidentiality
* Commitment to high quality service delivery
* Good team player
* Reliable
* Capable of independent travel to meet the requirements of the post
* Able to work evenings and weekends on a weekly basis
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