



JOB DESCRIPTION

Job Title:	Youth Development Worker
Salary:	Grade E
Function/Team:	Oasis Hub Oldham/Oasis GM Navigators and Oasis North West Cluster
Hours:	32 hours per week, inclusive of breaks.
Unsocial Working:	Frequent evening and weekend work will be expected,
Location:	Oasis Hub Hollinwood
Responsible to:	Oldham Strategic Community Lead/Oasis GM Navigator Education Lead
Responsible for:	Youth Work Practitioners, sessional staff and volunteers

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 that can benefit the whole person and the whole community. The post holder will be actively committed to Oasis values and ethos and part of Oasis wider hub team.

Purpose of Job:

The purpose of the role is to support and co-ordinate the youth work provision both within the academies and in the local community, providing a comprehensive offer to young people.

- Working in an integrated way with the Oasis Navigator project, which works with young people aged 10-24 who have been affected by violence or at risk of becoming involved in violence and criminality.
- To deliver a successful mentoring project and social action projects with a targeted cohort of young people.
- To liaise with youth partners across Greater Manchester, developing the opportunities within the provision, including the local authority youth work team, Mahdlo, and Onside.
- To promote and safeguard the welfare of children and young people you come into contact with.
- To engage and sustain involvement of YP in order to empower them to raise their aspirations and work towards their future.



Specific Duties:

1. To provide and develop work with young people in accordance with current legislation and good practice guidelines through a variety of outreach models.
2. Risk assess and investigate the needs of vulnerable young people referred into the project.
3. Support for the Young Person/by:
 - a) 1:1 support and small group mentoring to young people referred to the project by the Oasis Navigator project and Oasis Academies.
 - a. Design a bespoke plan for young people providing links into wider community provision including referral partners, agencies and Oasis Hub projects and activities.
 - b. Liaising with other key professionals e.g. schools, MASH, GMP.
 - c. Support parents, carers and siblings to access support.
4. To hold a small caseload of more complex cases.
5. To work in partnership with families and carers, social care, education, and other relevant voluntary and statutory agencies to strengthen their capacity to support young people as well as brokering relationships to ensure that the intervention remains young person led.
6. To deliver positive activities, including residential programmes for young people and their families that build confidence, improve family communication, and improve resilience, in partnership with volunteers and other voluntary and statutory providers.
7. To work unsupervised with children on a frequent basis, providing advice and guidance on their wellbeing.
8. Build the capacity of academy staff and the local youth teams in dealing with young people involved with violence.
9. Working with the Navigator team engage with GMCA Community Safety team and GM police around evidence-based models of youth violence prevention.
10. To contribute to the administration of the project by undertaking tasks that support effective delivery of services, monitoring and evaluation of work and the maintenance of clear, concise, and timely case recording and accurate records in accordance with health and safety and safe practice requirements.
11. Produce (and keep updated) a comprehensive information resource/directory of all the relevant services and organisations for referrals.
12. Operational management and professional supervision of the youth work practitioners, youth sessional staff and youthwork volunteers within the team.
13. Be a regular presence in Oasis Academies Oldham and Limeside.

General Duties:

- Work collaboratively with the Oldham Hollinwood Hub team, supporting the delivery of Holiday activities across the Oldham geography.
- Attend relevant networks, organisation and inter agency meetings.



- Ensure own professional competence remains sufficient to provide effective support by seeking support for your practice and development.
- Keep up to date on the range of agencies working locally in order to maintain knowledge of services that parent/carers might be signposted to.
- Keep up to date with local and national developments within policies and practice and keep informed of relevant legislation.
- Attend team meetings, supervision and training.
- Participate in internal and cross-organisation working groups as appropriate for exchange of information and best practice.
- Complete the administrative duties relevant to the role, including planning, record keeping, data base and reports.
- Carry out routine administrative tasks.
- Participate in the Hub Performance Management processes.
- Promote the work of Oasis by all appropriate means, including public speaking.

Relationship/Partners

Internal:

- Oasis Hub Oldham team
- Academy teams (Oldham and Limeside)
- Navigator Education lead
- Navigator team
- Oasis central office
- Other Oasis Hub teams

External:

- Children and Adult Social Care Services
- Other schools
- Children and Youth Services, including the local authority youth work team and the Mahdlo youth work team
- General Public
- Youth related projects and services across GMCA including Greater Manchester Youth Alliance

Safeguarding children and young people & adults

Oasis is committed to safeguarding and promoting the welfare of children, young people and adults. 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.

Signed:

Employee:		Line Manager:	
Print Name		Print Name	
Date		Date	



PERSON SPECIFICATION

Youth Development Worker

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • A relevant professional qualification in Youth & Community (JNC) or Social Work (QSW) or SEND or appropriate experience. 	<ul style="list-style-type: none"> • Understanding of Early Years and Child Development • Understanding (completed Training) around mental health issues • Understanding of Trauma Informed Practice and Adverse Childhood Experiences
Job knowledge/ experience	<ul style="list-style-type: none"> • Experience with working with multi agencies • Proven experience of working with young people 'at risk' • Experience of mentoring / supporting young people • Experience of delivering individual or group based support • Experience and understanding of children within their family context. • Knowledge of child protection and safeguarding practices • Knowledge of health and safety 	<ul style="list-style-type: none"> • A good understanding of or resident in Greater Manchester • Lived experience' of the challenges and circumstances leading to youth violence • Experience of working collaboratively with schools
Skills	<ul style="list-style-type: none"> • Excellent communication skills • Able to build positive rapport with people of all ages • Able to work on own initiative • Able to function in diverse settings and with a wide range of professional agencies • Presentation skills 	<ul style="list-style-type: none"> • Report writing and monitoring



	<ul style="list-style-type: none"> • Organisational, administrative, and data recording 	
<p>Other</p>	<ul style="list-style-type: none"> • Self-motivated, able to work alone and as part of a team • Able to take initiative and work under pressure • Reliable • First Aid trained or willing to be trained • IT literate, use of MS Office • Flexible approach to changes in circumstance and able to work unsocial hours • Emotional resilience in working in a range of challenging situations. • Commitment to safeguarding and promoting the welfare of children and young people. • Willingness to undergo appropriate checks, including enhanced DBS checks. • Have a willingness to demonstrate commitment to the values and behaviours which flow from the Oasis ethos. • Quality focused in all aspects of work. 	<p>Full driving license and access to own vehicle</p>