

Job Description

Job title: Participation and Youth Voice officer

Reporting to: Jo Petty, Campaigns and Participation Officer

Purpose of role: To plan, deliver and support our participation and youth voice work across our policy influencing and campaigning work.

Salary: £31,785 per annum (pro-rata for part time roles)

Hours: 35 hours p/w (part time and flexible working arrangements considered)

Pension: 5% employer contribution

Leave: 28 days per annum - pro-rata (*pro-rata for part time roles*), plus bank holidays

Location: We are currently hybrid working. Our team is largely home-based with some in-person attendance and meetings expected (mainly at our central hot-desking location in Old Street, London) in addition, for non-London based staff, we will consider hot-desking options near you, if required. We are open to conversations about flexible working arrangements.

About Become and the Participation and Youth Voice officer

'They really make young people the centre of everything they do. We had Voice Day recently and it was so nice to see all the staff in person, talking in depth about all the opportunities they give young people. It's easy to say you involve young people, but Become really make them the core' (young person)

Become, the national charity for children in care and young care leavers, is here to make a difference to individual lives right now, and the care system as a whole for future generations. We believe that young people who've experienced care should have the same chances as everyone else to live happy, fulfilled lives. We put young people at the heart of everything we do – helping them to be powerful agents of positive change in their own lives, in the care system and in society.

Now is a critical time to join Become, with rising numbers of children in care and the need for our support greater than ever before. We have ambitious plans to reach more children and young people and are looking for someone who shares our values, is passionate about supporting children and young people, believes in children's rights and can help raise the impact of our youth voice work.

We have programmes of work that really make a difference, a welcoming and collaborative culture and a growing group of expert staff passionately committed to improving outcomes for children in care and young care leavers.

As an organisation serving children in care and care leavers, we are keen to receive applications from people with experience of care. We actively seek to bring diversity of perspectives and experience, and especially welcome applications from those from racially marginalised communities and people with disabilities.

Become is committed to tackling systemic racism and providing an inclusive, equitable workplace. We recognise that embedding equity, diversity and inclusion principles is an ongoing journey and one which we are determined to invest in.

At Become we strive to embed our values into all aspects of our work

Honesty- We represent the experiences of children in care and young care leavers with honesty and integrity, and act in their best interests.

Respect - We listen to care-experienced people, and we work in partnership with them to improve the experience of being in care and life after care.

Kindness - We care about the young people we work with, and we help the care system to be more like a good parent. We look after ourselves and after each other so we can be our best for young people.

Empowerment - We help children and young care leavers to be powerful agents of positive change in their own lives, in the care system and in society.

Optimism - We are angry about the times when the care system and society let young people down, but ambitious, determined, and optimistic about our ability to make things better.

Job Overview

Key responsibilities:

- Create, plan and deliver participation work that will amplify the voice and experience of care experienced young people to influence change in the care experience across England.
- Lead delivery of activities either in-person, online, with individuals or in group settings, this will include regular evening work and some weekend work.
- Create safe spaces and work alongside children and young people, either in-person or online, to enable them to speak about their own experiences or collective views and ultimately shape the changes they wish to see happen.
- Build trusting relationships with children and young people so they feel comfortable and always supported during our interactions.

- Support and develop communication with Become The Movement, our participation community, so that our members feel engaged and empowered and motivated to participate in opportunities.
- Work closely with and support the Campaigns and Participation Manager to deliver meaningful and engaging participation work to encourage change in systems and public awareness.
- Work closely with and support the wider Policy Campaigns and Communications team to enable high quality, non-tokenistic youth voice to influence all our work and create an impact.
- Work with colleagues across Become to share youth voice and support whole organisation activities.
- Support with enabling a diverse and active community of care-experienced people – particularly those who Become is not yet reaching.
- Uphold the organisation’s values (and ensure the team upholds these)
- Embed Equity, Diversity, and Inclusion principles into your work practices
- Take part in supervision, team meetings and contribute positively to the wider team.
- Follow Become’s Safeguarding Policy and Procedures to safeguard children and adults
- Travel to in-person events, meetings, and settings across England when necessary.
- Undertake regular evening and occasional weekend work as required.
- Any other duties that may be reasonably required.

Who you are

- You have a passion for our mission, vision, and values.
- You understand the importance of Equity, Diversity and Inclusion and commit to helping create a culture with EDI at its heart
- You are creative, resourceful, and passionate about youth participation.
- You are focused, able to work as a team and independently on tasks
- You are friendly, approachable and able to build relationships the children and young people we work with and with the team.
- You can respond to quickly changing situations e.g. anything from short notice consultation requests to trains being delayed or cancelled when we have a day trip with young people.
- You are organised and can contribute to coordination of groups and activities.

Knowledge, experience, and ability

Knowledge

Essential:

- Understanding of the principles and practice of effective youth participation
- Knowledge of the care experience and the care system
- Knowledge and understanding of how to keep children and young people safe during group work

Desirable:

- Knowledge of models of participation
- Knowledge and understanding of children and young people’s rights and entitlements

- Knowledge of trauma-informed approaches.

Experience

Essential:

- Experience of engaging children and young people from a range of backgrounds as individuals and in groups.
- Experience working in or lived experience of the care system.
- Experience of public speaking

Desirable:

- Planning and delivering (online and in-person) workshops and other participation activity to engage groups of young people.

Personal qualities

Essential:

- Understanding and empathy for the issues facing care-experienced children and young people
- Energetic, self-motivated and organised who can work collaboratively with the team.
- Flexible thinker who can respond in a positive and composed manner to unexpected challenges e.g. cancelled trains on event days to last minute consultations for influencing national policy.
- Ability to coordinate and develop young people to work on a campaign or project
- Emotionally intelligent and understands the demands of working with young people with experiences of trauma and can uphold clear professional boundaries.
- Ability to build rapport and trust with children and young people
- Ability to plan, record, and organise work

Desirable:

- Ability to adapt and be creative in communication skills to all levels of learning and age groups
- A qualification in youth work, or a related field is desirable