



Youth Worker

Job Description & Person Specification

Job Title:	Youth Worker
Responsible to:	Head of Youth Operations
Location	Salford Lads and Girls Club
Salary	£9,828 per annum (pro-rata, based on £24,570 FTE)
Contract	15 hours, Fixed Term (1 year with potential for extension subject to funding)

About Salford Lads and Girls Club:

Salford Lads and Girls Club, founded in 1903, is a cherished heritage site and one of the UK's most iconic youth clubs. Our mission is to brighten young lives and make good citizens through a wide range of activities, including sports, arts, and personal development. Rooted in over a century of community spirit, we continue to provide a safe and inclusive space where young people can explore their potential, build confidence, and create lasting memories.

Job Summary:

This Youth Work role will be vital in delivering our Warmth and Wellness Project. This includes facilitating young people's personal, social, and educational growth to help them reach their full potential. The worker will also support developing, planning, and delivering a needs-led youth work programme and activities.

Key Responsibilities:

- Directly deliver a high-quality varied programme of activities, including supporting member inductions, one-to-one support of members, supporting engagement, and engagement of youth voice activities throughout the youth programme.
- Work directly with children and young people to develop social skills, build confidence, and raise their aspirations.
- To fully engage effectively with young people aged 6-18 in a group and one-on-one setting.
- Encourage and support young people to engage with others, participate in group work and gain new experiences.
- To deliver a range of activities as part of Salford Lads and Girls Club Youth Programme
- To ensure young people are involved in designing, delivering, and evaluating all youth work activities/programmes at Salford Lads and Girls Club.

- To ensure the effective monitoring and evaluation of all activities and programmes and the achievement of performance targets in accordance with the needs of young people, funding objectives, and delivery plans.
- To ensure that members maintain a high standard of behaviour during sessions.
- To maintain accurate records, including incidents, accidents, and safeguarding reports.
- To promote the welfare of children and young people at all times.
- To be alert to safeguarding/children protection issues, ensuring members' welfare and safety are promoted and safeguarded, and to report any safeguarding concerns in line with Salford Lads and Girls Club policies and procedures.
- To actively promote Salford Lads and Girls Club and contribute to increasing membership, attendance and engagement.
- Ensure that health and safety policies and procedures are followed and embedded to deliver effective, safe services and operations.
- Apply and embed fairness and equality in both the delivery and offer of all services to ensure that the team, young people and community are treated fairly to meet an individual's personal circumstances.

Person Specification:

- Level 2 Youth Work qualification or relevant experience
- Evidence of continuing professional development
- Enhanced DBS Check
- Experience of supporting young people in a one-to-one or small group setting.
- Experience of challenging behaviour of young people and knowledge of conflict management.
- Ability to establish rapport and professional relationships with young people.
- Ability to encourage, motivate and provide support to children and young people.
- Experience of working with young people and evidence of understanding young people's development needs and issues important to them.
- Experience of undertaking safeguarding in a setting which includes children and young people.
- Takes personal responsibility for own workload. Outgoing, lively personality with good communication (both spoken and written) skills.
- Confident in managing groups of children and young people.
- Demonstrates high levels of motivation and resilience, enthusiasm, commitment, and a curious, inquisitive approach to challenge and seek continuous improvement.
- Passionate, committed, and self-motivated to inspire others to change.
- Able to work as part of a team and under own initiative.
- Ability to interact with any young people to ensure they feel welcome and part of the club, encouraging and motivating new members to participate in activities.
- Evidence of a balanced approach to risk management regarding health and safety, safeguarding and reputational risk and any other risk as identified by the charity.

Additional Information:

- The role requires flexibility, with some evening and weekend work to align with youth sessions and community needs.
- This role is subject to an enhanced DBS check.

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How to Apply:

To apply for this role, please send your CV and a cover letter detailing your suitability for the position to youth@salfordladsclub.org.uk by **Tuesday, 25th February 2025**. If you have any questions about the role, please email youth@salfordladsclub.org.uk

This role offers an exciting opportunity to make a tangible difference in the lives of young people and families in Salford. We look forward to hearing from enthusiastic candidates committed to driving positive change!