

Job Description - Young People's Engagement Lead

Job Title: Young People's Engagement Lead

Reports To: Services Manager

Location: Based in Darwen with travel throughout East Lancashire

Salary: £28,000 per annum

Hours: 37 hours per week

Contract Type: Permanent

Role Purpose

The Young People's Engagement Lead will play a key role in transforming the lives of vulnerable young people living in some of the most deprived communities across Blackburn with Darwen, Burnley, and Pendle. The role involves engaging young people facing multiple and complex challenges, including poverty, trauma, gang influences, substance misuse issues and mental health challenges. The Lead will use fitness programs, mentoring, and groupwork to create meaningful social connections, build resilience, and improve their physical, mental, and emotional well-being.

Key Responsibilities

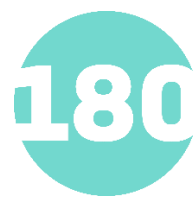
1. Youth Engagement and Support

- Proactively support and connect with young people facing social exclusion, gang involvement, behavioural difficulties, and mental health challenges.
- Build positive relationships using a trauma-informed and relational approach.
- Use the gym floor and fitness activities as a safe, informal environment to connect with young people and build trust.

2. Programme Delivery

- Take part in group functional fitness sessions (CrossFit), led by our qualified CrossFit coaches, designed to foster character development, discipline, and self-belief.
- Facilitate group support sessions, supported by our Lived Experience Peer Mentors, helping young people understand and manage life's challenges.
- Organise community activities, including competitions and social events, to encourage positive lifestyle changes.

3. Mentoring and Peer Support



- Work with peer mentors to connect young people with role models who have successfully overcome similar challenges.
- Coordinate mentoring sessions to address specific needs, set goals, and support personal development.

4. Education and Awareness

- Educate young people on the dangers of drug use, gang involvement, and other risky behaviours through interactive sessions and peer-led discussions.
- Promote emotional literacy, coping strategies, and healthy decision-making.

5. Collaboration and Partnerships

- Work closely with schools, mental health services, the police exploitation team, and children's social care to provide a robust support network.
- Ensure effective referral pathways and information sharing to safeguard young people.

6. Program Development and Leadership

- Contribute to the ongoing development of the 180 program, ensuring young people's voices are heard through steering groups and board meetings.
- Monitor and evaluate the impact of activities, providing regular feedback and reports.
- Uphold strong governance and safeguarding practices to ensure a safe and effective program.

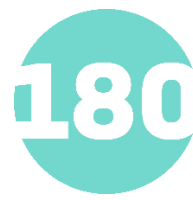
Person Specification

Essential Qualifications and Experience

- Experience of working with young people facing complex challenges such as trauma, poverty, and gang influences, substance misuse, and who are disengaging from school.
- Understanding of trauma-informed practices and youth development principles.
- Demonstrable a passion for physical fitness programs (e.g. Functional Fitness) or similar group activities.
- Proven ability to facilitate group sessions and activities and support sessions.

Skills and Attributes

- Excellent interpersonal and communication skills, with the ability to connect with young people from diverse backgrounds.
- Strong leadership and organisational abilities to coordinate programs and manage partnerships effectively.



- Ability to inspire, motivate, and build resilience and confidence in young people.
- Commitment to safeguarding and promoting the welfare of young people.

Knowledge

- Awareness of the social and environmental factors impacting young people in deprived communities.
- Understanding of ADHD, mental health challenges, and how they relate to criminal and risk-taking behaviours.
- Knowledge of safeguarding policies and procedures.

Desirable

- Qualification in youth work, social work, or a related field.
- Experience working in partnership with statutory agencies such as Youth Justice Service, social care and the police.

How to Apply

Please send your CV and a cover letter explaining your suitability for the role to [email address]. In your application, include details of how you have supported young people with the challenges outlined above and how your experience equips you for this role.

Closing Date: 13th March 2025 – 12 noon.