



## Youth Worker Person Specification

**METHOD OF ASSESSMENT (\*M.O.A.):** A = APPLICATION FORM, C = CERTIFICATE, I = INTERVIEW, P = PRESENTATION

**CRITERIA:** E = ESSENTIAL, D = DESIRABLE

CRITERIA	NECESSARY REQUIREMENTS	*M O A
<b>Experience</b>		
E	Experience of face-to-face work with young people aged 11 – 18 years.	A, I, P
E	Experience of developing, planning, delivering and evaluating a range of youth work activities to promote and develop young people from all background's positive engagement.	A, I
D	Experience of delivering issue-based youth work activities.	A, I
E	Experience of supporting all young people some of who may be disaffected, underachieving and or have social/emotional barriers to participation.	A, I
E	Experience of working in a team and alongside other members of staff / volunteers.	A, I
E	Experience of working independently and using own initiative.	A, I
E	Experience of building relationships and engaging with partners and building networks to create opportunities to increase support of young people.	A, I
<b>Knowledge &amp; Skills</b>		
E	Understanding of current government initiatives and ability to translate local agendas to centre based work.	A, P
E	Knowledge and understanding of the issues that impact on young people's lives.	A, I, P
E	Demonstrate commitment to inclusive practices and equality of opportunity for all.	A, I, P
E	Understanding of the principles of good youth work practice.	A, I, P
E	Recognition of the importance of confidentiality, following all relevant policy and procedures including Safeguarding, Health & Safety, Data Protection, etc.	A, I, P
E	Confident in managing a group of young people with the ability to work with them to develop their skills.	A, I

E	Proven track record of providing excellent customer service with positive feedback.	A, I
E	Excellent IT skills: skilled in the use of all Microsoft packages and social media. Able to complete and maintain attendance records.	A, I, P
E	Excellent organisation skills and communication skills.	A, I
E	Demonstrates evidence of excellent negotiation skills with a range of professionals.	A, I
E	A strong commitment to young people with ability to engage and build positive relationships with all young people.	A, I, P
<b>Personal Attributes</b>		
E	Able to work evenings and some weekends.	A, I
E	Excellent time management skills.	
E	Positive, confident, enthusiastic, and flexible.	A, I
E	Approachable and reliable.	A, I
E	Ability to inspire young people and to raise their aspirations.	A, I

<b>Qualifications</b>		
E	Has obtained an NVQ Level 3 in Youth Work or equivalent or currently working towards this.	A, C
D	Related short courses.	A, C
E	Evidence of recent and continuing professional development.	A, C
D	Evidence of First Aid Qualifications.	A, C
D	Evidence of Training in Health and Safety.	A, C
D	Qualifications in Sports, Drama, Dance, Music, Art or any activity which would enhance the offer to children and young people	A, C, I