[](https://www.thehiveyouthzone.org/)YOUTH WORKER

**Location:** The Hive, Wirral Youth Zone and street based

**Hours:** from 4.5 per week (various contracts)

**Pay:** Up to £10.42 per hour depending on experience

**Reporting to:** Relevant Youth Work Manager

**Contract**: Permanent after completion of 6-month probation

**About Us**

The Hive, Wirral Youth Zone, is a purpose-built facility for young people aged 8-19, or age 25 for anyone with a disability. Alongside providing young people with access to a range of activities under youth work provision, The Hive ensures young people have somewhere to go, something to do, and someone to talk to.

Wirral Youth Zone is centrally located and dedicated to raising aspirations and changing the lives of young people, giving them ‘Somewhere to go, something to do and someone to talk to’. Operating 7 days a week, at weekends and during school holidays, the Youth Zone’s purpose is to help young people grow to be happy, healthy, and successful adults. The state-of-the-art £6 million building provides young people with access to a range of activities, offering them the opportunity to try new things, meet new friends and gain support from friendly, warm, and positive staff and volunteers. The facilities include a 3G pitch, a gym, sports hall and recreation area, and dance, arts, music, and media suites.

**The Role**

To help develop and deliver an exciting programme of activities which will engage young people aged 8 – 19 years (up to 25 with disabilities) at Wirral Youth Zone.  As a member of the team, you will have responsibility for engaging with young people and encourage them to engage in activities and develop their skills and confidence through participation and engagement. You will deliver a range of activities across all areas of the Youth Zone utilising your ability to create strong relationships with young people from all backgrounds. Successful candidates will also work as part of our Outreach team delivering sessions to young people in their communities.

**Responsibilities**

* To help plan and deliver a comprehensive general youth work programme for young people aged 8 to 19 (25 with disabilities) at Wirral Youth Zone which will enable them to build their confidence, social skills and overall wellbeing
* To ensure that the programme is high quality and meets the needs of the young people, including young people with additional needs and disabilities and young people who typically don’t engage in activities
* To ensure that the programme contributes to the wider youth work agenda, supporting the development of young people
* To motivate, encourage and support young people to participate fully in sessions
* To identify during sessions any relevant issues or areas of development for young people and ensure that these are targeted in the appropriate area.
* To support the digital youth, offer by planning and filming activities to be shared across our social media platforms.
* To ensure all activities in the Youth Zone are safe and comply with Wirral Youth Zone policies
* To demonstrate flexibility across the delivery of activities across all areas the Youth Zone and respond to whatever is needed to ensure the session runs smoothly.
* To monitor, record and evaluate the programme and provide reports and information as required in order to ensure a consistently high-quality youth work provision and demonstrate the impact of the Youth Zone using our CRM system Salesforce
* Be aware of the Safeguarding of young people at all times, reporting any concerns to the Safeguarding officers.
* Carry out any other reasonable duties as requested by management

**Additional Information**

The successful candidate will join a strong, supportive team often referred to as a family who all share the aspiration of giving young people the best opportunity to be the best version of themselves. The successful candidate will be given access to an employee assistance programme provided by Medicash, be eligible for the team recognition scheme and will be given the opportunity to attend multiple training sessions. Successful candidates will also have use of the onsite gym during restricted hours subject to a gym induction.

**Personal Specification**

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| **Selection Criteria\***  A = Application Form I = Interview T = Test/Personality Profile | **Essential or Desirable** | **Method of Assessment** |
| **Experience** | | |
| Experience of leading and working with groups of young people aged 8-12 and/or aged 13-19 (up to 25 With Disabilities) | Essential | A & I |
| Experience of working with young people from diverse backgrounds and with challenging needs | Essential | A & I |
| Experience working in a Youth Centre or equivalent | Desirable | A & I |
| Experience of working with young people with additional needs and disabilities | Desirable | A & I |
| Experience of team working and alongside volunteers | Essential | A & I |
| **Qualifications** |  |  |
| Youth Work Qualification | Desirable | A |
| **Skills** |  |  |
| Ability to deliver high quality work creatively with children and young people, including those who face social exclusion, disadvantage and disaffection and manage such a group | Essential | A & I |
| Able to work as part of a team and under own initiative | Essential | A & I |
| Able to plan and evaluate programs of activity including production of session plans and evaluations | Essential | A & I |
| Able to communicate effectively with young people, parents, team members and members of the public  Able to work under own initiative | Essential | A & I |
| Able to deliver within an equal opportunities framework | Essential | A & I |
| Ability to engage and build positive relationships with young people including disengaged and disadvantaged young people | Essential | A & I |
| **Knowledge** |  |  |
| Understand the principles of working with children and young people, the issues affecting their lives and knowledge of their needs | Desirable | A & I |
| Knowledge of health and safety, diversity awareness and safeguarding best practice | Essential | A & I |
| Basic knowledge of support pathways for young people | Desirable | A & I |

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