

MAHDLO

An **OnSide** Youth Zone



ROLE PROFILE

YOUTH WORKER

MAHDLO HUB AND DISTRICT PROVISIONS

ROLE PROFILE

POST:

Youth Worker

SALARY:

£10.70 per hour

LOCATION:

Mahdlo hub and district provisions

REPORTING TO:

Districts Zone Manager / Lead Worker

CONTRACT:

Post 1 - 7.5 hours per week, Permanent

Post 2 - 5 hours per week, Permanent



ABOUT MAHDLO YOUTH ZONE

Mahdlo is a local charity that relies on the support and generosity of the Oldham community to keep our doors open and to provide the services our young people need.

Our Vision is to be a beacon of excellence for youth-led provision in Oldham.

Our Mission is to provide opportunities to raise aspirations and support young people to be the best they can be through the delivery of high quality, innovative activities and experiences for young people from Oldham aged 8-19 (25 with a disability).

OUR VALUES -
THE WAY WE WORK

PASSION
RESPECT
INCLUSION
DEPENDABILITY
EXCELLENCE

THE ROLE

We are looking to recruit two Youth Workers to join our successful district team. The location of this role is in the district provision and the Mahdlo hub.

You will provide professional youth work to deliver a range of exciting programmes to children and young people that will challenge, stimulate and provide new opportunities, in line with Mahdlo's six themes.

The ideal candidate will have a qualification recognised by the JNC for Youth and Community Work.

You will have experience of face to face youth work delivery and will be confident in working with and managing children and young people (8-19 years old both in groups and individually) to develop their social education by providing programmes of activities, services and facilities that are engaging and enable young people to develop.

You will also have a commitment to personal and professional development.

You must be committed to working within the spirit of Mahdlo's core values - Pride, Respect, Inclusion, Dependability and Excellence - which describe the way we work.

JOB PURPOSE

To provide professional youth work to deliver a range of exciting programmes to children and young people that will challenge, stimulate and provide new opportunities, in line with the Mahdlo key themes; Get Sorted (personal development, crime prevention and health and wellbeing) and Get Connected (leadership, volunteering and citizenship);

KEY RESPONSIBILITIES

- Working directly with children and young people (8-12 years and / or 13-19 years) to develop their social skills and build their confidence by delivering programmes of activities, services and facilities at Mahdlo which will take place during the evenings, at weekends and during school holidays and will occasionally include residential work.
- To directly deliver a planned, high quality programme of activity that is exciting, safe, and developmental and directly responds to the diverse needs, concerns and interests of our members. Offering opportunities and encouraging young people to participate in a range of activities and experiences across our 6 key themes: Get Active; Get Creative; Get Sorted; Get Outdoors; Get Connected; Get Ahead.
- Where required contribute to the development of plans for delivery of youth work sessions and projects
- To deliver and evidence projects to support with the delivery of preventative issue based youth work
- To establish positive relationships with young people, to challenge, support and encourage them to participate positively.
- To work with children and young people in groups, 1-2-1 and in outreach settings.
- To work flexibly to ensure the needs of our members are met, including disadvantaged children and young people and those with disabilities or additional needs.
- To ensure that our members maintain a high standard of behaviour and discipline during sessions.
- To work alongside and support Activity Workers, Volunteers and Young Leaders to deliver our programmes.

- To promote cultural cohesion and inclusion, and proactively challenge any prejudice and discrimination.
- Ensure the participation of young people and that their ideas contribute fully in the delivery and evaluation of sessions, projects and activities.
- To understand and adhere to Mahdlo policies and procedures at all times with particular emphasis on equal opportunities, health and safety and safeguarding.
- To have responsibility for promoting and safeguarding the welfare of children and young people at all times.
- To monitor, record and evaluate sessions in accordance with Mahdlo's systems.
- To be an active member of the team and deliver a focused, measurable contribution to Mahdlo operating in line with Mahdlo's values and principles.
- To take a creative and enthusiastic approach to making Mahdlo a valued facility in Oldham and a leader in its field.
- To promote a positive image of Mahdlo through professional operation and conduct with all our stakeholders and the general public.

GENERAL REQUIREMENTS

- Contribute positively to a range of exciting activity programmes for children and young people in the hub and districts that will challenge, stimulate and provide new opportunities, in line with the Mahdlo six key themes: Get Active (Sports); Get Creative (Arts); Get Sorted (personal development, crime prevention and health and wellbeing); Get Outdoors (outward bound and environmental activities); Get Connected (leadership, volunteering and citizenship); Get Ahead (employment and enterprise).
- Work diligently to meet the requirements of this job description
- Always seek to continuously improve so that the highest quality standards are achieved
- Participate positively in internal/external meetings and training as required
- Positively participate in one to ones and appraisals
- Ensure that all relevant policies, procedures and working practices are adhered to at all times
- Work in accordance with Mahdlo's culture, values, aims and objectives
- Act as a positive ambassador for Mahdlo at all times
- Positively contribute to Mahdlo's team working environment, taking ownership of issues and supporting colleagues where appropriate
- Be flexible and willing to undertake any other duties that may be reasonably be required

- In accordance with our Child Protection and Safeguarding procedures, this position requires an enhanced DBS check.
- Mahdlo is an equal opportunities employer and welcomes applications from all sections of the community.



PERSON SPECIFICATION

QUALIFICATIONS

	Essential	Desirable
A qualification recognised by the JNC for Youth & Community Work – NVQ / VRQ Level 2 equivalent or above	✓	
A JNC recognised professional youth work qualification (minimum DipHe).		✓

EXPERIENCE

	Essential	Desirable
Face to face youth work delivery, working with young people aged 8-19yrs both in groups and in 1-2-1s	✓	
Experience of delivering issue based youth work and youth work support to individuals and groups.	✓	
Experience of supporting young people who are disaffected, underachieving and or have social/emotional barriers to participation.	✓	
Experience of working in a team and alongside volunteers.	✓	
Residential work with young people.		✓
Organising a programme of developmental youth work activities.		✓
Face to face youth work delivery in an outreach setting, working with young people aged 13-19yrs both in groups and in 1-2-1s.		✓

KNOWLEDGE & SKILLS

	Essential	Desirable
Understanding of the principles of good youth work practice and the issues affecting young people's lives.	✓	
Knowledge of Health and Safety, Diversity Awareness and Safeguarding best practice and how these relate to children and young people within Mahdlo.	✓	
Strong commitment to young people and ability to engage and build positive relationships with all young people including disengaged and disadvantaged young people.	✓	
Confident in managing a group of children and young people and the ability to work with them to develop their social education by providing programmes of activities and services that are engaging and enable young people to develop.	✓	
Ability to coach, encourage, motivate and provide reliable support to children and young people.	✓	
Ability to deliver high quality youth work programmes with young people who face social exclusion, disadvantage and disaffection.	✓	
Delivery of youth work within an equal opportunities framework and ability to identify and challenge discrimination and discriminatory behaviour, taking appropriate action as necessary.	✓	
Excellent communication and IT skills.	✓	
Ability to understand, follow and implement procedure.	✓	
Ability to monitor and evaluate sessions and work flexibly to change delivery during session in required.		✓

PERSONAL ATTRIBUTES

	Essential	Desirable
Positive and enthusiastic.	✓	
Enjoys working with young people	✓	
Punctual and reliable.	✓	
Commitment to personal and professional development.	✓	
Able to work in the evenings and at weekends	✓	

APPLICATION PROCESS:



HOW TO APPLY:

To apply for this opportunity please complete the Mahdlo application form downloadable from:

<https://www.mahdloyz.org/get-involved/vacancies>

Please refer to the full job description and person specification as relevant experience is essential.

All application forms must be submitted via email to **HR@mahdloyz.org**

CLOSING DATE: 12 NOON, TUESDAY 19TH APRIL 2022

Mahdlo is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment; therefore an Enhanced Disclosure and Barring Service (DBS) check is required with this post. The successful applicants will be expected to join the DBS Update Service. Job offers are also subject to two satisfactory references.

Mahdlo is an equal opportunities employer and positively welcomes applications from all candidates. We treat all applicants for employment and employees equally.



MAHDLO TEAM BENEFITS



ONSITE GYM

For all of the fitness fanatics or if you just want to maintain a healthy lifestyle.



BIRTHDAY GIFT

£50 Birthday Gift to boost your Health and Wellbeing.



HOLIDAY ALLOWANCE

14.54% of hours worked paid to you in your salary each month.



MEDICASH HEALTH CARE

On successful completion of your probationary period you will be enrolled onto Medicash - an award winning Health Care scheme (if you are contracted to 6 hours per week or more)



FRIENDLY & SUPPORTIVE TEAM

We have team days (twice a year) and you will also have the opportunity to get involved and make a difference.