



**JOB  
SPECIFICATION FORM**

**LEAD YOUTH WORKER**

# Our Vision

To give the people from different backgrounds of Rotherham a chance to nurture and live up to their potential.

# Our Mission Statement

To use our passion for sport and the influence of Rotherham United FC to **ENGAGE, INSPIRE** and **DEVELOP** the communities of Rotherham for a long-lasting impact on future generations.

# Our Values

**Passion:** Our enthusiasm is infectious and we go that extra step to excel and meet the needs of our users.

**Understanding:** People and their lives are at the heart of everything we do. We listen to our users and seek to remove barriers to our activities.

**Inclusivity:** We have more in common than what divides us. We ensure our delivery captures the needs of the diverse communities we serve.

**Professionalism:** We do all we can to exceed expectations and perform to the highest levels whilst respecting the people we serve and the organisation we represent.

**Respect:** We treat each other with the highest regard and seek to overcome barriers whilst delivering high quality activities.

**Fun:** Through new experiences and having fun we come together in everything we do.

# JOB VACANCY

## LEAD YOUTH WORKER

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<b>Job Title:</b>	Lead Youth Worker
<b>Reports to:</b>	Youth Engagement Worker
<b>Department:</b>	Youth
<b>Salary:</b>	£20,500.00
<b>Hours:</b>	This is a permanent role of 37.5 hours per week requiring flexibility to work evenings, weekends and match days as required.
<b>Job Purpose:</b>	<p>To support the coordination and delivery of a range of high quality youth engagement opportunities that are progressive and reflective of the needs of young people in the local community.</p> <p>You will be assisting the Youth Engagement Manger in the coordination and delivery of the business plan for the Youth Engagement Department and have responsibility for delivering the departments services whilst meeting targets.</p>
<b>Contract Details:</b>	<p>37.5 hrs, Permanent Auto-enrolment into the Club's pension scheme (depending on eligibility) 28 days annual leave including national bank holidays</p>

Rotherham United Community Sports Trust are seeking to appoint an enthusiastic, charismatic and dedicated individual to join our Youth Engagement Team.

We are a diverse Trust that respects differences in race, disability, gender, faith background or personal circumstances we welcome all application. We want everyone to feel valued and included in the football community and to achieve their full potential. The trust is opposed to any discrimination and commits itself to the redress of any inequalities by taking positive action where appropriate.

This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in light of the changing needs of Rotherham United Community Sports Trust.

RUCST is committed to safeguarding and promoting welfare of children, young people and vulnerable adults, and expects all staff to share this commitment.

As part of this commitment to providing a safe environment for our young people, we require all candidates to undertake and return a satisfactory enhanced Disclosure and Barring Service (DBS) certificate. RUCST will assist with the application for, and pay for the process of, a new DBS for staff members where required.

### **Criminal Records Disclosures**

We recognise the contribution that former or ex-offenders can make as an employee; a person's criminal record will not, in itself, debar that person from being appointed to this post. Candidates will be given the opportunity to provide us with information on their criminal record, which will be treated in the strictest confidence. Suitable applicants will not be refused posts because of any offences which are not relevant to the role and which do not make them a risk in the role for which they are applying.

[Equal Opportunities](#)

# JOB DESCRIPTION

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## ROLE ACCOUNTABILITIES & KEY DUTIES

### KEY DUTIES AND RESPONSIBILITIES

- To work with young people to design, develop, deliver and evaluate the RUCST youth work offer supporting the personal development of young people and enabling them to develop emotional resilience, increase aspirations and become future leaders in their communities
- To facilitate the delivery of RUCST youth offer including universal open access, targeted, detached and 1:1 support for young people.
- To engage with young people from various communities and to listen to, befriend, support and to advocate on young people's behalf.
- youth provision as part of the RUCST youth offer.
- As a Trusted Adult facilitate targeted 1:1 intervention sessions with young people, for example around emotional health and wellbeing, sexual health, drugs and alcohol and housing support.
- To work closely and maintain good communication with project partners to develop a cohesive youth offer for young people in Rotherham.
- To provide information, guidance and support to young people on a wide range of issues.
- To deliver the skills to enable young people to work effectively in groups, enabling them to learn, develop, achieve and record accredited outcomes.
- To ensure young people have a voice and can have influence in the RUCST youth offer and the local community.
- To coordinate and deliver a range of youth engagement opportunities.
- To take positive steps to identify and overcome barriers to participation amongst young people from disadvantaged backgrounds through good youth engagement.
- To undertake training and continuous professional development as necessary relevant to the post and further career advancement.
- To contribute to the continuous evaluation and development of all Youth projects.
- To represent RUCST at all internal and external meetings when required.
- Monitor all projects as required by funding bodies including the use of views.
- Be responsible for the recruitment of participants where required.
- Build and develop strong links with community groups, key stakeholders and other relevant organisations.
- Promotion of all projects.
- Monitor and evaluate the all elements of the programme, ensuring data is up to date and accurate.
- Work with individuals, communities, community organisations and schools in a planned way to promote the aims and objectives of the programme.
- Prepare and maintain materials for sessions.
- To act as cover for all programmes at designated times, when required.
- Attend training courses relevant to the role and maintain personal CPD.
- Carry out administration such as; registers, reports, retention and achievement data.
- To work closely with colleagues throughout RUCST to extend knowledge and skills in order to identify best practice.
- To lead staff and programme of activities for assigned projects ensuring quality assurance, health and safety and safeguarding needs are met and adhered to.
- To carry out duties in accordance with the employing agency equal opportunities policy, information security policies, financial regulations and the Health and Safety at work Act.
- To undertake other duties and responsibilities as required from time to time commensurate with the grade of the post.

## PERSON SPECIFICATION

- Excellent verbal and written communication skills
- Ability to think clearly, creatively and imaginatively
- Positive attitude and strong focus on teamwork
- Ability to communicate with people from all backgrounds
- Ability to build and maintain positive relationships with people
- Focused on achievement, targets and continuous improvement
- Demonstrate a high degree of flexibility and confidentiality
- Capable of presenting information, orally and written
- Have skills to plan, organise and present information
- Ability to work under pressure and to tight deadlines
- Ability to work on own initiative
- Competent IT skills

## MANAGING PARTNERSHIPS AND CONTRACTS

- Maintain and build positive relationship with key partners and stakeholders

## EXPERIENCE

- 2 years Lead Youth Engagement / Worker experience
- Experience of monitoring & evaluation of projects
- Completing schemes of works and lesson plans
- Developing innovative training sessions to inspire and engage
- 2 years track record of working within the football, sport or health industry

## QUALIFICATIONS

- Full driving licence and the use of a vehicle
- Level 3 youth worker qualification
- Basic First Aid training/qualification
- Safeguarding certificate
- PTTLs or level 3 award in Education and Training or PGCE ( Desirable )

## GENERAL DUTIES & ACCOUNTABILITIES

- To support RUCST and Rotherham United FC in their aims and objectives at all times.
- To ensure compliance with all relevant Club policies, including health and safety policies.
- To ensure compliance with all relevant legal, regulatory, ethical and social requirements.
- To build and maintain good working relationships both internally and externally, maintaining a professional image at all times when representing RUCST and Rotherham United FC.
- To keep confidential any information gained regarding the Charity, Club and its personnel
- To maintain a flexible approach to work at all times.
- To undertake other duties and responsibilities as required from time to time such as matchdays & evening/weekend coaching.
- Promote equal opportunities in recruitment, delivery and overall assessment.
- Ensuring that all contact with and arrangements for students and their welfare is safeguarding and promoted.
- Contribute to quality assurance within the curriculum delivered.
- Act as a mentor to participants ; supporting them to achieve their goals and potential.

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# PERSONAL SPECIFICATION

Qualifications		Essential	Desirable
1	Appropriate experience or degree in Youth Work	✓	
2	Minibus driving licence		✓
3	Full driving licence and the use of a vehicle	✓	
4	Valid and Enhanced DBS (Disclosure & Barring Service) Check	✓	
5	Valid Safeguarding Training Certificate	✓	
6	Valid First Aid Certificate	✓	
Skills, Knowledge & Experience			
7	An awareness of monitoring and evaluating projects	✓	
8	Up to date knowledge of the national Youth strategies	✓	
9	NVQ Level 3 Youth Worker Qualification	✓	
10	FA Level 2 Coaching in Football, Futsal or other sports Qualification		✓
11	Experience of using a range of teaching and learning strategies for whole classes, individuals and groups which stimulate, challenge, engage and motivate students	✓	
12	Knowledge of how to give positive and targeted support to participants who require special educational needs	✓	
13	Determination to encourage the highest quality of learning experience for all students	✓	
14	IT skills to include a high level of competence using Excel, Word, Access and PowerPoint skills	✓	
15	Excellent overall level of numeracy and literacy	✓	
16	Experience of Premier League, Football League or Sport England funded projects		✓
17	An understanding and knowledge of Rotherham United Community Sports Trust and the Education Academy		✓
Attitude/Behaviours			
18	A “can do” attitude	✓	
19	Presents solutions rather than problems	✓	
20	Ability to establish good and productive working relationships, and work well in a team	✓	
21	Innovative and flexible approach to supporting individual students	✓	
Personal Qualities			
22	A dynamic, hardworking and enthusiastic individual	✓	
23	Be able to enthuse learning within a wide range of ages and abilities	✓	
24	Excellent interpersonal and communication skills	✓	
25	Proactive attitude within the role	✓	
26	Excellent written and analytical skills	✓	
27	Quality focus – takes responsibility for ensuring a high quality of delivery and planning	✓	
28	Highly organised and able to manage multiple tasks	✓	
29	Drive and energy – demonstrates enthusiasm and is personally committed towards education and learning	✓	
30	Self-development – is receptive to feedback about own behaviour, strengths and areas for improvement	✓	
31	Flexibility and willingness to learn	✓	
32	Ability to work calmly under pressure, effectively organise, prioritise workloads and to meet deadlines.	✓	
33	Ability to work unsupervised	✓	
34	Ability to respect confidentiality and professionally on particular issues	✓	

**Rotherham United Community Sports Trust**

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