

Youth Outreach Worker
16hrs per week £24k pro rata
20-month contract



This role is funded by the London Borough of Camden's Youth Safety Taskforce

The Opportunity

We are looking for a youth worker to reach and connect with young people in our area and to build positive, meaningful relationships with them. We will invest in your development.

The Winch is youth and community charity based in Swiss Cottage, Camden. We aim to support young people to flourish, through a cradle to career pipeline of care, opportunity and support. We work in Swiss Cottage, Kilburn and Belsize wards, and the surrounding areas.

The Role

Your work will include:

- Promoting opportunities and organisations to young people
- Helping young people grow and maintain healthy relationships with friends and family
- Building and maintaining trust with young people facing difficulties. They may be at risk of exploitation, exclusion from school, or fear harm or violence
- Supporting young people with limited opportunities to develop legitimate income and the belief they can build a positive life

We expect you to:

- Commit to keep children and vulnerable adults safe
- Work in different environments; including on the streets, with partners, and in schools
- Take responsibility for planning and evaluating your work with your colleagues
- Use our support to continue on your own journey of self-development and growth.
- Remember that we're not heroes - success starts with good teamwork

You will report to the Youth Work Manager. You will also receive external supervision to help you develop your youth work skills and professional judgement, and access to training.

Person Specification

The successful candidate will be able to show us the following:

Education

- No formal qualifications are required

Skills

- Ability to build trust with young people who may be having a tough time
- Manage difficult behaviour without taking it personally, losing your calm or ending the relationship
- Be good at reading and adjusting to verbal and non-verbal signals from others
- Show leadership, without being overbearing or too directive

Experience

- Having experience of working with children and/or young adults as a youth worker or volunteer **will be a bonus**
- Having personal experience of the criminal justice system does **not** automatically disqualify you from this role.

Further Information

This is a part time role. You'll need to work flexibly, including evenings and some weekends.

We offer new employees 30 days' holiday per year (including Bank Holidays) pro rata and the opportunity to join a contributory pension scheme.

The Winch is based at 21 Winchester Road, London NW3 3NR, just a minute's walk from Swiss Cottage underground station and within walking distance of Finchley Road, Chalk Farm and multiple bus routes.

You can read more about The Winch on our website at thewinch.org

The Winch Beliefs and Values

We believe:

- **More can be done** to transform the life chances of children growing up in poverty.
- Every child deserves to **flourish**.
- Every child has the **potential** to succeed.
- There is no shortage of expertise and goodwill to support children and young people but what is needed is to **get everyone to work together**
- To transform life chances we must engage **both the child and their ecology**, which is made up of the systems, environment and interactions, which affect children's development and opportunities.
- Community is central to children's wellbeing: it **takes a village** to raise a child.

We're committed to the following values:

- Act with **integrity** - authenticity must lie at the heart of what we do.
- Be **ready for anything** - people's lives and situations need us to be flexible and responsive.
- Go the **extra mile** -commitment can make all the difference.
- Show **compassion**- each person we work is a unique individual and part of our family.
- Take the **initiative** because too often interventions fail because nobody is being proactive and seeking out solutions.
- Work **collaboratively** because we believe that children, parents and everyone who is committed to supporting them hold part of the solution.

How to Apply

We are running a **three-stage** process to recruit a Youth Outreach Worker.

- 1) Stage 1: Submit your Expressions of Interest
 - 2) Stage 2: Take part in an interview with our supportive and friendly staff
 - 3) Stage 3: Take part in an interview with Young People
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Stage 1: Expression of Interest

To express your interest in the role, please answer the following three questions:

1. Why you would like this specific role?
2. When and where have you demonstrated the skills we are looking for before?
3. Which of our **values** you think will be most important in this role?

Please send your Expression of Interest to jobs@thewinch.org in **one** of the following ways:

- a) Send us a letter no longer than two pages long addressing points 1, 2 and 3, **or**
- b) Send us a voice note than 7 minutes long, addressing points 1, 2 and 3, **or**
- c) Send us a video no longer than 7 minutes, long addressing points 1, 2 and 3.

The closing date for applications is **Sunday 3rd November 2019** at 11.59pm (i.e. before midnight). If you have any queries, please call 020 7586 8731 and ask to speak to Soye.

Early applications are encouraged, because we might want to ask you for more information.

We are looking for the following strengths in your Expressions of Interest:

- How well you've shown an honest interest in supporting young people, who themselves do not feel supported or included within our neighbourhood;

- How well you show you have the skills and experience we are looking for; and
- Your insight, experiences and understanding of what it takes to build trust with young people who may feel invisible, left-out or excluded from society

Stage 2: Interview with Staff

If you are successful with your Expression of Interest, you will be asked to submit a CV with references, and to come for interview.

Your CV must be longer than 2 pages. You will be asked to provide 2 references, and you will be interviewed by staff. The interviews will be in the week beginning **11th November 2019**.

Stage 3: Interview with Young People

We will invite three applicants to be interviewed by young people.

We value young people's time, and so our staff will do most of the upfront work. Young people will then have the final say in who gets the job.

We know applying for jobs can feel difficult and involve lots of work for applicants. What we want to do is find the best person to work with young people and our team, and to represent the Winch. We are also committed to learning and improving ourselves.

So, if you feel we could do anything more to make our application processes simpler or fairer, please let us know.

We look forward to hearing from you.