

Youth Worker (Band A) Job Description

Youth worker: Full time (37.5 hours per week)

Full-time contract commencing: to be agreed

Salary: £26,321 - £27,222 depending on relevant experience

Role

KYTHE are seeking a full-time youth worker to join the KYTHE team to deliver youth work services to the young people of Kinross-shire.

About KYTHE

KYTHE's mission is to ensure every young person in Kinross-shire is given the opportunities they need to reach their potential. Established in 2013, KYTHE has expanded over the years as an organisation and as a community. Our youth work team, supported by a growing team of volunteer and paid staff, now works with around 400 young people annually in a variety of contexts, through open-access youth work and targeted opportunities.

Young people have told us they see KYTHE as a 'second home' where they are respected, where they can develop confidence and take a lead, where they can have fun with their pals and where they can explore life and faith (if they choose to). Every young person coming through our door is valued as an individual and our youth work responds to the expressed needs of our young people.

The Role

This full-time position will support the transformation of young lives by:

- Contributing to the delivery of front-line youth work
- Engaging and building relationships with young people in a range of group settings
- Contributing to the generation and development of new ideas, activities and approaches to ensure a high-quality youth work service
- Work in partnership with team members, local and national youth work organisations, alongside senior colleagues, and provide support to front line volunteers, alongside the wider youth work team.

What we're looking for:

Our ideal candidate is self-motivated, adaptable and a natural encourager. They should be as comfortable leading a small group, as organising a youth event, speaking in front of a large group, or having a one-to-one with a young person. They should value collaboration, but be able to work alone, and are willing to learn and grow in their role.

You will:

- Have experience of working with young people and a desire to see young people grow and fulfil their potential
- Be well-organised and able to complete administrative tasks to a high level
- Be an experienced communicator in differing situations
- Be able to work with a wide range of volunteers
- Have self-confidence and enthusiasm, be able to work flexibly and with initiative
- Have a qualification relevant to youth work or significant relevant experience

Please note:

- The nature of the work will require some weekend and evening work.
- A commitment to the values, ethos and purposes of KYTHE as a Christian organisation. An Occupational Requirement applies to this role in accordance with Part 1, Schedule 9 of the Equality Act 2010. There is a requirement that the post-holder has a Christian faith.
- The post holder will be subject to necessary membership of the Disclosure Scotland PVG Scheme.

Why join KYTHE

Based in the semi-rural town of Kinross, KYTHE has established links with local churches, the high school and primary schools, community and professional groups. Being a small independent charity, we work flexibly to deliver often bespoke activities to the young people of Kinross-shire, including Mobile KYTHE and outreach to the surrounding areas including Crook of Devon and Oudenarde.

The community value KYTHE and its work, and the young people themselves are quick to support it, some recently stating "I love it. KYTHE's my second home." "The thing that makes KYTHE good is the people. That sounds like something straight out of an American movie! The people are what makes KYTHE fun to be at."

At KYTHE, we are committed to professional development, through external training and reflective practice. Throughout your time with us, you will have the opportunity to reflect on your work, connect with youth work professionals from a variety of organisations and develop your practice.

This role is a challenging but very rewarding opportunity to make a positive impact on the lives of the young people of Kinross-shire.

Application notes

Applications should comprise of:

- A full CV, including educational and professional qualifications alongside a full employment history showing positions held, responsibilities and relevant achievements.
- A personal statement, outlining your skills, experiences and personal qualities match the requirements of the role outlined in the job description.
- Please provide two referees contact details applicable to this post. References will not be contacted until later in the process.

Application and attachments should be sent to comms@kythe.org.uk

Informal enquiries can be made to the Head of Youth Work, Gillian Lindsay by email gillian@kythe.org.uk

Closing Date: Sunday 27th September 2026

Interviews: 1st stage: visit to weekly Drop-In session: Friday 2nd October
2nd stage: interviews: Week beginning Monday 5th October

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