

Youth Worker (Band A) Job Description

Role Purpose

KYTHE's Youth Worker shares responsibility for the delivery of a frontline youth work service for the young people of Kinross-shire with Youth Work colleagues and under the leadership of the Head of Youth Work. They are accountable to the Head of Youth Work for the effective delivery of universal, targeted and 1:1 services. They will work in line within KYTHE's policy and procedures for youth work to ensure that KYTHE is an enjoyable, supportive, safe and inclusive space for young people. The Youth Worker will work closely with the Head of Youth Work and the wider team, including volunteers, to develop and contribute to a culture that will sustain KYTHE's ambition to transform young lives.

Duties and Responsibilities:

- Contribute to the delivery of front-line youth work, engaging and building relationships with young people in a range of group settings and 1:1, as required.
- Provide advice, support and mentoring for young people, including spiritual support and mentoring to those looking to explore and grow their Christian faith, with the support of senior colleagues.
- Support the design and development of the youth work programme, to ensure a balanced, engaging and inclusive programme for young people within a culture of continuous improvement and best practice.
- Contribute to the generation and development of new ideas, activities and approaches to ensure a high-quality youth work service.
- Plan, deliver and evaluate youth work activities, with the support of senior colleagues.
- Engage in administrative tasks including maintaining accurate youth work records to enable effective reporting and promotion of KYTHE's youth work activity.
- Contribute to data gathering to build and develop prayer, financial and practical support from individuals, churches and others.
- To maintain good safeguarding and confidentiality practices when handling information related to or shared by young people, colleagues and/or volunteers
- Work in partnership with other local and national youth work organisations, alongside senior colleagues.
- Provide support to front line volunteers, alongside the wider youth work team.
- Undertake formal and informal training, as relevant to role and agreed with line manager.
- Prepare for and engage actively in other development opportunities, including supervision and mentoring sessions and personal development reviews (appraisals).



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- Comply with all health and safety requirements in the workplace.
- To demonstrate a commitment to KYTHE's culture and identity, modelling a Christian lifestyle, values and work practices to colleagues, volunteers and young people.
- Model godly behaviour in character, conduct and attitude at work.
- Actively participate and engage in staff prayer and worship times.
- Pursue and maintain a Christian faith through ongoing personal spiritual development and a relationship with God.
- To undertake any other reasonable duties as identified by senior colleagues or KYTHE's Core Management Team.

Key Contacts

- Head of Youth Work
- Colleagues and volunteers
- Local church youth leaders
- Community partners
- Pupil support team at Kinross High School
- Colleagues within Perthshire youth work partnership
- Statutory agencies

Person Criteria

- 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 is a committed Christian with a personal faith in Jesus Christ.
- The postholder is required to become a member of the Protecting Vulnerable Groups (PVG) Scheme.
- Ability to work collaboratively as part of a team
- Ability to lead a group
- Experience of leading youth work activities
- Ability to relate to young people from all backgrounds
- Ability to be non-judgmental and open-minded
- Ability to care about and be sensitive to individuals and the community
- Skills in relationship building and interpersonal communication
- Good verbal and written communication skills
- Spiritual maturity, with an ability to provide spiritual mentoring and support to young people
- Flexibility to meet the requirements of the role, including some evening and weekend work through agreement.
- Hold a professional Youth Work qualification





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- Educated to PDA level in youth work or with equivalent professional experience
- Self-motivated and able to work to deadlines, plan and prioritise workload
- Good organisational skills
- Experience of working with a range of IT systems

Location

KYTHE Hub, Kinross

Flexibility

We support flexible working and will agree a working pattern that is mutually effective and deliverable.

Equal Opportunity Employer

In employment we actively seek to recruit with the right mix of talent, skills and potential, promoting equality for all, and welcome applications from a wide range of candidates. We select all candidates for interview based on their skills, qualifications, experience and commitment to the values, ethos and purposes of the organisation.

