

Senior Youth and Community Worker - North Tyneside

Job Description

Job Title:	Senior Youth and Community Worker
Contract Type:	Permanent
Hours:	37.5 hours per week, working evenings and some weekends
Hourly rate of pay:	£14.45 per hour (& Benefits)
Responsible to:	Youth and Community Manager
Responsible for:	Youth and Community Worker, Volunteers North Tyneside
Location:	YMCA North Tyneside, Church Way, North Shields, NE29 0AB

Organisational Context:

YMCA North Tyneside is a Voluntary Sector Organisation undertaking youth and community programme work in areas of North Tyneside, Teesdale and RAF Leeming. We are part of the worldwide YMCA movement, which began in London in 1844 and has grown to become the world's largest and oldest youth movement. Now, more than 175 years later, YMCA operates in 119 countries, reaching 64 million people annually around the world. Guided by our Christian values, we believe everyone has potential, and we serve our communities so that all can hope, belong, contribute and thrive.

Job Purpose:

The Senior Youth & Community Worker leads the delivery of high-quality, inclusive youth and community programmes in North Tyneside, ensuring young people belong, contribute, and thrive. This role balances traditional youth work with holistic, 'whole person' programming, with an unwavering commitment to excellence in every aspect of service delivery. The post-holder ensures Youth Voice informs and shapes services. As a steward of the YMCA mission, the worker utilises our team and resources, ensuring all projects consistently meet the highest standards of impact and align with organisational strategy.

Main Duties & Responsibilities:

Youth Work:

YMCA North Tyneside delivers high-quality youth work, which this post holder will be responsible for delivering and expanding within the local area. With an ambition to grow our work, we aspire to serve more young people through our work. Therefore, the successful candidate will be responsible for;



- Coordinating and delivering a weekly programme of high-quality, varied and safe youth work, including face-to-face, street-based, school-based and centre-based work where young people are, at the times young people are there. This includes evenings and weekend working.
- Use a “youth first”, creative, innovative approach to keep delivery fresh, relevant and engaging, ensuring that activities and services are designed to foster resilience, participation and well-being.
- Partner with our support accommodation function, developing youth work approaches to complement the support offered through the provision of programmes relevant to their needs and wishes.
- Implement work that addresses the needs of young people with their voice at the heart of the design, including but not limited to those who are not in education, employment or training through programmes and one-to-one work.
- Coordinate the delivery of the 'Y Bus' mobile youth provision, in partnership with Teesdale-based and other department-based colleagues, to extend our reach and enhance community engagement through a flexible, responsive mobile service.

Community Work:

As a Youth and Community team, we are committed to delivering high-quality programming, believing that young people truly thrive when we also actively serve and strengthen the needs of the wider community. To achieve this, the successful candidate will;

- Coordinate and deliver a community offer that serves the needs of the community, exploring current and potential needs of the most vulnerable within our community. Any delivery should incorporate the user's voice in the project design.
- Plan and deliver against YMCA North Tyneside Holiday Programme Activity plans that support families while providing a meaningful summer programme for children.
- Leverage our facilities to their full potential by co-designing community-led programming that fosters engagement and increases the use of our space.
- Utilise the Y Bus as a mobile support tool for communities and individuals who cannot access support in the “traditional” way, in partnership and collaboration with Teesdale-based colleagues.

Relationships:

- Foster positive connections with young people and families, using community dialogue to understand local needs and drive service uptake.
- Support sessional workers, volunteers and work placement students to engage in youth and community work to maintain safe practices in operating ratios.
- Promote local programmes and ensure accessible, up-to-date information reaches young people, families and the community with the support of YMCA MarComms Team.
- Actively represent YMCA North Tyneside at community events and initiatives to elevate the profile of our services and strengthen local outreach.
- Build positive relationships with schools, partner agencies/organisations, local groups, and other stakeholders and engage with local network meetings and forums to represent YMCA North Tyneside, as directed by the Youth and Community Manager.
- Collaborate cross-departmentally across YMCA North Tyneside to ensure a cohesive, integrated support for young people, including but not limited to our supported accommodation offer.



Operational Compliance:

- Work under the direction of the Youth & Community Manager to implement services aligned with the organisation's vision and local needs.
- Support the application of funding bids and project reports under the direction and oversight of the Youth & Community Manager or Head of Community
- Manage project budgets, track session attendance and impact data, and complete reporting metrics as required by the Youth and Community Manager.
- Ensure any and all relevant administration (such as session plans and risk assessments) is completed to a high standard in support of the smooth running of our delivery.

Overall Responsibilities:

- Uphold YMCA North Tyneside's values in all work
- Maintain confidentiality and ensure compliance with data protection, health and safety and safeguarding legislation

General:

It is in the nature of the work at YMCA North Tyneside that tasks and responsibilities are in many circumstances unpredictable and varied; therefore, this job description is not an exhaustive list of duties and responsibilities but is intended to reflect a range of duties the post-holder will perform in line with their remuneration. The job description will be reviewed regularly and may be changed in the light of experience and in consultation with the post-holder.

This post requires proof of right to work in the UK, satisfactory references and a satisfactory enhanced DBS Disclosure (the cost of which will be met by the employer).

Safeguarding

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all staff and volunteers to share this commitment.

We strive to create a safe and supportive environment where everyone feels protected from harm. We have robust procedures in place to prevent and address any concerns about abuse or neglect. All staff and volunteers have a responsibility to report any concerns about the safety or welfare of children, young people, or vulnerable adults. We have clear reporting procedures, and we will take all concerns seriously.

As part of our commitment to safer recruitment, all roles that involve working with children, young people or vulnerable adults will require a Disclosure and Barring Service (DBS) check at the appropriate level, including checks against the relevant Barred Lists. We are committed to thorough background checks to help ensure that those whom we employ are suitable to work with these groups.

Equal Opportunities

YMCA North Tyneside is committed to eliminating discrimination and encouraging diversity amongst the workforce. We aim to be an equal opportunities employer and we are determined



to ensure no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status or race, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable. Flexible work is supported, and applications from people with disabilities are encouraged. We strive to create local employment opportunities for all

Recruitment of Ex-Offenders

We believe in providing equal opportunities for all qualified individuals, regardless of their background. We recognise that people can change, and we are committed to giving individuals with criminal records a fair chance to demonstrate their skills and abilities.

We assess each applicant based on their qualifications, experience, and suitability for the role, taking into account the nature of the offence, the time elapsed since the conviction, and any evidence of rehabilitation.

We are dedicated to creating a workplace that fosters inclusion and supports the successful reintegration of individuals into the workforce. We comply with all relevant legislation and guidelines regarding the employment of ex-offenders, and we are committed to maintaining a safe and respectful work environment for all employees.



Person Specification			
No.	Essential	Desirable	Assessed by
Education/Qualifications			
Youth and Community Work Qualification		X	
Management or leadership qualification		X	
Safeguarding training	X		
Information, Advice and Guidance Qualification		X	
Full UK Driving Licence and willingness to drive YMCA Mobile Offer	X		
Experience			
Delivery of Youth and/or Community Work, including outreach work	X		
Experience in delivering 'whole person' holistic support (combining social activity with wellbeing or educational outcomes)	X		
Experience in coordinating and monitoring youth and community projects, including budgeting and resource allocation or willingness to learn		X	
Experience in safeguarding vulnerable members of the community, especially children and young people	X		
Experience in supporting and/or coordinating a team	X		
Working collaboratively with a range of partners	X		
Supporting small funding bids and/or reporting on funding applications		X	
Skills & Abilities			
Ability to balance youth-led consultation with the practical necessity of maintaining a consistent activity timetable	X		
Excellent written and verbal communication to effectively engage with a variety of individuals, build consensus, and present information clearly.	X		



Ability to build positive, professional, cooperative relationships, both within a team and with external stakeholders and individuals from diverse backgrounds	X		
Ability to use and develop IT and information systems and processes that enable a team to work effectively together.	X		
Managing complex and confidential information with absolute discretion and a high degree of personal integrity	X		
Strong organisational skills with the ability to work well on multiple tasks, to meet short deadlines and under pressure	X		
Personal Skills & Abilities			
Enthusiastic, approachable and self-motivated	X		
Task-oriented and solution-focused	X		
Flexibility and a willingness to help out	X		
Demonstrable commitment to working in ways which promote equality and diversity, in line with YMCA NT values and mission	X		
A commitment to excellence with a strong work ethic, willing and able to take responsibility for delivering services to a high standard for those we are here to serve	X		
Willingness and ability to work evenings or weekends when necessary	X		

