

LONDON BOROUGH OF LEWISHAM

JOB DESCRIPTION

Designation:	Senior Youth Support Worker	Grade:	SO2
Reports to:	Youth Development Manager	Grade:	PO5
Directorate:	Children and Young People	Department:	Prevention & Early Help

Main Purpose of the job:

As a Senior Youth Support Worker, you will lead the delivery of area-based youth services for young people aged 8–21, including those with complex needs, in line with the Young-Thrive Model.

To provide high quality informal education prevention and early intervention opportunities for children & young people to help achieve their personal and social developmental needs, make informed decisions, have a place in their community and, ultimately, to reach their potential and make a successful transition to adulthood.

You will manage a Youth Centre, supervise a team of Youth Support Workers, Assistants, and volunteers, and work in alongside lead Practitioners to contribute to assessments and plans for children and young people in line with practice frameworks including Family Hub, Family Thrive, Integrated Adolescent Service, Team Around the School and Safer Communities. and in a way that avoids duplication and promotes holistic child centered planning. partnership with the, to support young people's personal, social, and educational development.

The role includes contributing to key Youth Service strands such as All Access, Adventure Playground, Youth Voice and Action (YVAP), Participation (including the Young Mayor of Lewisham and Young Advisors), Detached and Digital Youth Work, and Specialist Support. You will liaise with the Commissioning and Partnership Lead to coordinate positive activities, support the delivery of Skills for Life workstreams, and oversee the Jack Petchey Achievement Award Scheme.

Through creative and inspiring opportunities, that will empower young people to engage in governance, active citizenship, and capacity building. Additionally, you will support the Youth Development Manager with staff, budget, and resource management, while taking personal responsibility for leading a small team in face-to-face delivery to help young people reach their full potential.

To be flexible and adaptable to meet the needs of children & young people, including responding To youth club call outs at short notice & working out of office hours – evenings and weekends on a rotated basis.

Main Duties:

- Supervise a team of Youth Support Workers and Assistant Youth Support Workers, volunteers to co-produce a creative and innovative curriculum-based offer meeting young people's needs.
- Manage and allocate building and/or resource that encourages innovative, creative, and dynamic digital activity to take place where young people require, including ordering and maintenance of equipment such as materials for music centres, art materials, gaming equipment, sports equipment.
- To supervise the staff team and young people to develop social education programmes that widen young people's horizons, promote participation, and encourage social action, in particular by encouraging young people to be critical and creative in their responses to their experience and the world around them.
- Facilitate the provision of information, support and guidance including social media and digital youth work with young people, signposting/referring appropriately to specialist services/agencies.
- Work collaboratively to develop, deliver and evaluate innovative and creative Youth Work programmes that add value to the informal and non-formal curriculum. This will deliver high quality Youth Service strands, which include Youth Voice Action and Participation, Specialist, All Access, Digital and Detached, aligned with the Young -Thrive model.
- Facilitate the co-production of planning, delivery and evaluation of locality-based youth service provision with young people as partners in service development.
- To ensure day-to-day administration to ensure all interventions and session are recorded onto Group Works.
- Collate, analyse, and utilise data collected to inform delivery, demonstrate impact, and develop provision from an evidential base.
- Facilitate a safe environment for young people to meet and explore digital spaces, where they can relax, forge new relationships, and have fun.
- Support young people to develop respect and tolerance towards others who have different beliefs, non-beliefs, disability, gender, identity or values, including those from other cultures, faiths and backgrounds.
- To develop and maintain effective and productive partnerships with a range of internal and external agencies in order to provide the best outcomes for children.

Corporate Requirements

- To develop and maintain effective and productive partnerships with a range of internal and
- external agencies in order to provide the best outcomes for children.
- To participate actively in supporting the principles and practice of equality of opportunity as laid down in the organisation's Equal Opportunities Policy.

- To take reasonable care for the health and safety of yourself and other persons who may be affected by your acts or omissions and to comply with all health and safety legislation as appropriate.
- To, as a statutory duty, adhere to the Council's Corporate Safeguarding Policy and associated policies and procedures and to report concerns regarding the safety and wellbeing of children and adults at risk. In order to support you in this, you are required to access safeguarding training at the level which is relevant to this post.
- As a term of your employment, you may be required to undertake such other duties and/or times of work as may reasonably be required of you, commensurate with your grade or general level of responsibility within the organisation.
- Although you will be provided with a base, you may be required to work from various locations in accordance with the needs of your designated locality.

Internal Contacts: CYP Directorate Education, Commissioning, Integrated Adolescent Service, Safer Communities,

External Contacts: NHS, Police, Fire Services, Community, Voluntary Faith Organisations

To carry out the duties of the post with due regard to the Council's relevant policies, codes and procedures.

To carry out duties with due regard to the Council's values and behaviours

All employees are required to participate in Appraisal and Performance Management processes and to undertake appropriate training and development, including mandatory induction training, identified to enhance their work.

Undertake other duties, commensurate with the grade, as may reasonably be required.

Consideration will be given to restructuring the duties of this post for a disabled postholder.

THIS JOB DESCRIPTION MAY NEED TO BE AMENDED BY THE DIRECTORATE TO MEET THE CHANGING NEEDS OF THE SERVICE.

Number of fully managed staff:

Title:	Grade:	No. of posts:
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Number of partially managed staff:

Title:	Grade:	No. of posts:
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PERSON SPECIFICATION

Job Title: Senior Youth Support Worker **Grade:** SO2

Department: Prevention and Early Help

Note to Candidates

The Person Specification is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to draw up the advert and will also be used in the shortlisting and interview process for this post.

Those categories marked 'S' will be used especially for the purpose of shortlisting.

Please ensure that Equality and Diversity issues are addressed specifically in relation to the role for which you are applying when addressing the requirements of this person specification where appropriate.

If you are a disabled person but are unable to meet some of the job requirements specifically because of your disability, please address this in your application. If you meet all the other criteria, you will be shortlisted, and we will explore jointly with you if there are ways in which the job can be changed to enable you to meet the requirements.

Equality and Diversity	
• Awareness of and a commitment to Equality of Access and Opportunity in a diverse community	S
• Understanding of how equality and diversity relates to this post.	S
• Demonstrable commitment to equality, diversity, and inclusion in service delivery and workforce management.	
• Proven ability to develop inclusive practices that address the needs of marginalised and underrepresented groups.	
• Understanding of anti-discriminatory and anti-racist practice and cultural competence in youth work.	
Knowledge	
• Experience of working with young people (aged 11-25) in non-formal/informal settings.	
• Applying safeguarding procedures effectively and maintain appropriate professional boundaries.	
• A good knowledge and understand of recent developments in the lives of young people and communities. extra familial harm and neurodiversity.	S
• Excellent communication skills, with the ability to quickly establish positive relationships with young people and motivate them to participate in activities and events.	S
• A creative and innovative approach to engagement.	

• Experience of delivering evidence-based projects.	
Aptitude	
• Self-driven, enthusiastic and innovative approach and able to be flexible with new emerging areas of work.	S
• Firmly committed to the need to strive for continuous improvement	
• Ability to work effectively as part of a team	
• High level and detailed skills in risk assessment and risk management skills.	
• Participation focused, placing young people at the centre of planning, delivery and evaluation.	
• Energetic and enthusiastic, with a positive approach to work and the ability to engage with young people.	S
• Willingness to undertake training and commitment to personal development.	
Experience	
• Experience in leading youth-focused work streams (e.g., Youth Services, Youth Justice, Probation, ETE, or Children's Services).	S
• Experience in leading team transformation and quality improvement initiatives.	
• Experience in safeguarding leadership and managing complex cases involving vulnerable young people.	
• Track record of working collaboratively with statutory and voluntary sector partners.	
• Experience in staff supervision, performance targets, and workforce development.	
General Education	
• A relevant professional qualification (e.g., JNC-recognised Youth Work qualification, Social Work, Probation, or equivalent).	S
• Evidence of continuous professional development in leadership, safeguarding, and youth practice.	
• Lived experience working with children and young people complexed needs (Desirable)	
• First Aid Training at Work Certificate (Desirable)	
Personal Qualities	
• Visionary and values-driven leadership style with a commitment to empowering young people.	
• Reflective, resilient, and adaptable in the face of change and challenge.	S
• High level of integrity, professionalism, and emotional intelligence.	
• Passionate about improving outcomes for young people and reducing inequalities.	
Circumstances	
• Willingness to work flexible hours, including evenings and weekends, as required by service needs.	
• Ability to travel across service locations and attend regional/national meetings or training.	
Physical	
Generally, candidates must meet the standard Lewisham requirements for the post.	

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DBS Disclosure Required?

No

☐

Basic

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Enhanced

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(Tick as appropriate – guidance available from your HR Advisor)