

## JOB DESCRIPTION

<b>Job Title:</b>	<b>Deputy Lead Youth Worker</b>
<b>Reporting to:</b>	Senior Zone Coordinator
<b>Responsible for:</b>	Youth Workers, Activity Workers and Volunteers
<b>Location:</b>	Mahdlo Hub and across Oldham
<b>Contract:</b>	<b>15 hours per week, 12-month fixed term contract</b> (Monday, Wednesday, Saturday Senior Zone Sessions + 3 hours planning)
<b>Salary:</b>	£14.13 per hour

### **Our Vision**

To be a beacon of excellence for youth-led provision in Oldham

### **Our Mission**

To deliver high quality, innovative activities and experiences for young people from Oldham aged 8-19 (25 with a disability); to provide opportunities, raise aspirations and support young people to be the best they can be.

### **Our Values – The Way We Work**

Passion

Respect

Inclusion

Dependability

Excellence

### **Job Purpose:**

To develop and deliver youth work programmes for members of Mahdlo (Oldham Youth Zone) aged 8-19 (25 with a disability). The delivery will take place both at Mahdlo and across Oldham.

To work directly with young people and to take the lead on managing evening and weekend sessions.

To provide support (not direct line management) for sessional workers, volunteers and young leaders to ensure young people receive high quality youth service delivery during sessions.

### **Key Responsibilities:**

- Lead and facilitate youth work sessions for Mahdlo members, focusing on the needs and interests of the group.
- Take responsibility for sessions, ensuring the safety and well-being of participants and staff.

- Involve young people in the planning, delivery, and evaluation of activities.
- Promote and safeguard the welfare of children and young people at all – times and be the designated lead during sessions when required to cover.
- Contribute to positive outcomes for young people by planning youth work sessions and interventions for groups and individuals.
- Monitor, record, and evaluate programme delivery to ensure high-quality provision.

## **General Requirements:**

- Contribute positively to the development and delivery of Mahdlo's youth activities, ensuring they align with the organisation's key themes: Sports, Arts, Personal Development, Outdoor Activities, Volunteering, and Employment/Enterprise.
- Adhere to Mahdlo's policies, procedures, and values, ensuring a safe, respectful, and inclusive environment.
- Be flexible and willing to support other duties as required by your line manager.
- Work diligently to meet the requirements of this job description
- Always seek to continuously improve so that the highest quality standards are achieved
- Participate positively in internal/external meetings and training as required
- Positively participate in one to ones and appraisals
- Work in accordance with Mahdlo's culture, values, aims and objectives
- Act as a positive ambassador for Mahdlo at all times
- Positively contribute to Mahdlo's team working environment, taking ownership of issues and supporting colleagues where appropriate
- In accordance with our Child Protection and Safeguarding procedures, this position requires a safer recruitment interview and an enhanced DBS check.
- Mahdlo is an equal opportunities employer and welcomes applications from all sections of the community.

**NB: This job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only, and may be changed in consultation with the employee. As a general term of employment, Mahdlo may affect any necessary change in job content, or may require the post holder to undertake other duties, provided that such changes are appropriate to the employee's remuneration and status.**

## PERSON SPECIFICATION

	Essential	Desirable
<b>Qualifications</b>		
A JNC recognised professional youth work qualification (minimum DipHe)	✓	
<b>Knowledge</b>		
Delivery of youth work within an equal opportunities framework	✓	
Understanding of issues affecting young people's lives	✓	
Demonstrable knowledge of Health and Safety, information sharing protocols and Safeguarding best practice and how these relate to young people and staff within the Youth Zone	✓	
Understanding of project management	✓	
<b>Experience</b>		
Working Face to face with young people aged 13 to 19 (25 with a disability) both in groups and individually	✓	
Demonstrable experience of supporting young people who are disaffected, underachieving and or have social/emotional barriers to learning	✓	
Experience of making assessments on the individual needs of young people and developing appropriate support packages	✓	
Experience in leading activities with diverse groups of young people	✓	
Experience of delivering training and ongoing development support	✓	
Experience of designing, developing and delivering programmes of youth work activities	✓	
Experience of supervising and managing others including paid staff and volunteers	✓	
<b>Skills</b>		
Strong commitment to young people and ability to engage and build positive relationships with disengaged young people	✓	
Ability to design and implement high quality youth work programmes with young people who face social exclusion, disadvantage and disaffection	✓	
Ability to identify and challenge discrimination and discriminatory behaviour, taking appropriate action as necessary	✓	
Ability to plan, monitor, evaluate and prioritise work through setting realistic targets	✓	
Ability to lead, motivate and coach a team of staff and volunteers	✓	
Ability to network and liaise with relevant partner agencies in the area and to work within a multi-agency framework	✓	
Ability to complete reports in line with funding, contract and manager requirements and to maintain up to date recording of information	✓	
<b>Personal Attributes</b>		
Self motivated, able to use own initiative, confident and persistent	✓	
Commitment to personal and professional development	✓	
Commitment to involving young people in decision making	✓	
Full commitment to inclusion and belief that young people of all backgrounds can achieve	✓	
Able to work in the evenings and at weekends	✓	
Current driving license		✓