**Ashington Joint Welfare Scheme**

**(Registered Charity 522026)**

**Hirst Active Youth**

**Person Specification for Youth Worker**

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| **Category** | **Essential** | **Desirable** | **Method of Assessment** |
| Qualifications | * A recognized qualification in Youth Work equivalent to NVQ Level 2 or above | * Fully qualified youth worker to Level 3 or Higher. | * Application Form * Certificates |
| Experience | * experience of working with 10-19 year olds in a youth work setting * Experience of delivering youth work in a range of settings * Experience of developing ideas and moving them forward with minimal supervision * Experience in identifying young people’s needs and developing appropriate responses * Experience of working in multiagency or integrated settings. | * Experience of working within the Voluntary & Community Sector * Experience of following monitoring procedures * An understanding of outcomes based practice * Experience of managing young volunteers * Experience of youth led projects * Knowledge of the needs and issues affecting young people in Ashington | * Application Form * Interview * References |
| Skills, Knowledge & Aptitude | * Understanding of current youth issues * Ability to work sensitively and confidentially with young people on a personal basis * Ability to engage young people, which promotes personal and social development * IT Literate | * Understanding of the issues facing young people within East Ashington * Knowledge and understanding of other agencies engaged in work with young people in the East Ashington area * Ability to work well as part of a small team | * Application Form * Interview * References |
| Personal Attributes | * Able to work under pressure to meet deadlines and work on own initiative * Good communication skills, written and oral, informal and formal including excellent listening and support skills. * Ability to relate to young people and adults positively both as individuals and in groups, encouraging participation, involvement, empowerment and achievement. * Ability to be self motivated and with good time management skills. | * Ability to work creatively and create innovative activities for young people. | * Application form * Interview * References |
| Special Requirements | * Satisfactory Enhanced CRB Disclosure Required * Must be willing to Work Unsociable and flexible hours which will include evenings and weekends. |  | * Application form * Interview |