**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
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| 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
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| 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
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| 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
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| 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
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