

## Job Profile

Position Details	
Post	Specialist Youth Worker
Service Area	Community Safety and Enforcement
Reports to	Project Lead and Integrated Gang Unit Co-Ordinator
Grade	PO2 Salary £33,948 - £36,711
Job Family	To be completed by HR

Role Purpose
<p>The purpose of this role is to work as part of a community based mental health and well-being service to support young people (aged 11-25 years) at risk of or impacted by serious youth violence, gang activity and offending to improve their well-being and reduce risky behaviours.</p> <ol style="list-style-type: none"> <li>1. To work with a team of Clinical Psychologists and Specialist Youth Workers to support young men to participate in activities aimed at improving well-being. To be responsible for the provision, development, and high-quality delivery of one to one/group work with young men to minimise the risk and impact of offending behaviours.</li> <li>2. To support young men with education, employment, training, housing, and stability and offending management needs. To support young men in engaging with other services, and the professionals within their network. To support young men to engage in emotional well-being interventions.</li> <li>3. To promote and develop joined up working with internal and external partners to achieve corporate outcome of '<i>Outstanding for all: enabling all Haringey children to thrive</i>' and '<i>Safety and wellbeing for all</i>'</li> <li>4. To work closely with young men with lived experience of offending to co-produce bespoke activities within the service to engage a cohort of men who find services inaccessible.</li> <li>5. To support the team and young people to create platforms (e.g. film, art, conferences) to raise awareness around the wider issues faced by young people that contribute to offending and poor well-being.</li> </ol>

Main Responsibilities
<ol style="list-style-type: none"> <li>1. To plan, deliver one to interventions for young people focusing on education, employment and training, stability and managing offending.</li> <li>2. To work closely with Clinical Psychologists to plan, deliver and evaluate appropriate interventions drawing upon psychological principles e.g. mentalisation, attachment theory, trauma-based approaches.</li> <li>3. To engage with young men at their own pace in an informal community-based context, using an age appropriate developmental framework.</li> <li>4. To ensure that the programmes provided for individuals meet the quality standards set by Haringey's Young People's Services</li> <li>5. To establish and maintain effective working frameworks with other relevant agencies working to deliver services to young men at risk or involved in offending.</li> <li>6. Using supervision to share proportionate information, where appropriate, with other agencies both in Haringey and cross border</li> <li>7. To use and adhere to service policies and procedures around information sharing and safeguarding.</li> </ol>

8.	To develop and deliver bespoke intervention plans, through supervision, for each case in partnership with the individual their parent (where appropriate) and other agencies (within and outside of the service) involved in their support
9.	To work collaboratively with caseworkers represented within and outside of the service to review intervention plans and amend them as appropriate; ensuring that the interventions are fit for purpose
10.	To escalate issues regarding the quality and effectiveness of interventions to relevant managers, offering proposed solutions where appropriate
11.	To enable and encourage parents/carers to play a constructive role in addressing challenges faced by young person
12.	To maintain accurate and up to date case files
13.	To maintain a proactive approach to challenging prejudice and discrimination in all its forms and promoting social cohesion
14.	To display a good understanding and awareness of Haringey's policies and procedures for safeguarding children, vulnerable adults and people affected by domestic violence.
15.	Understanding, knowledge and ability to follow guidelines that ensures compliance to Health and Safety at Work, Data Protection and other statutory requirements.
16.	Health and Safety aspects/issues, first aid/manual handling etc in relation to working environment, ie Hazardous materials and relevant processes/legislations etc
17.	Knowledge and experience of using IT/working knowledge adequate or sound knowledge required etc
18.	Understanding and commitment to promoting and implementing the Council's Equal Opportunities policies.
19.	To undertake any other temporary duties consistent with the basic duties and/or objectives of the post.
20.	This position requires the postholder to undergo a CRB (Criminal Records Bureau) check.

Generic Responsibilities
<ol style="list-style-type: none"> <li>1. Understanding, knowledge and ability to follow guidelines that ensures compliance with Health and Safety at Work, Data Protection and other statutory requirements.</li> <li>2. Understanding and commitment to promoting and implementing the Council's Equal Opportunities policies.</li> <li>3. Knowledge and experience of using IT.</li> <li>4. To undertake any other temporary responsibilities aligned with the overall purpose and grade of the role.</li> </ol>

Knowledge, Qualifications, Skills and Experience	Essential or Desirable
<b><u>Knowledge/Skills</u></b> <ul style="list-style-type: none"> <li>• Risk assessment skills, including risk of activity venues</li> <li>• Knowledge and experience of group work delivery</li> <li>• Knowledge of successful one to one interventions with hard to engage individuals</li> <li>• Excellent database, recording and reporting skills</li> <li>• Knowledge of safeguarding issues in relation to young people and their families.</li> </ul>	Essential Essential Essential Essential

<ul style="list-style-type: none"> <li>• Ability to present information, write and produce written reports.</li> <li>• Ability to communicate effectively by telephone, in writing and face to face with a wide range of people including: Young people, their families, other agencies and professionals, in a variety of settings.</li> <li>• Excellent interpersonal skills and the ability to engage and motivate hard to reach young people.</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p>
<p><b><u>Qualifications</u></b></p> <ul style="list-style-type: none"> <li>• Social work, Youth &amp; Community work or similar</li> </ul>	<p>Desirable</p>
<p><b><u>Communication Skills</u></b></p> <ul style="list-style-type: none"> <li>• Experience of working with young men aged (11-25 years) who have had challenging experiences of systems (e.g. schools, pupil referral units, prison)</li> <li>• Ability to work sensitively and thoughtfully with young people, engaging them at their own pace</li> <li>• Ability to work closely as part of a team and carry out joint interventions</li> <li>• Ability to adopt new models and approaches to youth work</li> <li>• Experience of supporting young people with a variety of needs e.g. employment, accessing services, life skills support.</li> <li>• Ability to devise and implement individual programmes for young people</li> <li>• Experience of keeping regular recordings of work undertaken and reporting back</li> <li>• Experience of and willingness to undertake community-based outreach work</li> <li>• An understanding of health and safety responsibilities in relation to delivering interventions in both centre settings and off site</li> <li>• Able to work evenings as required</li> <li>• Appropriate understanding and approach to young people's development</li> <li>• Experience of working as part of a multi-agency team</li> <li>• Ability to maintain clear professional boundaries</li> </ul>	<p>Essentials</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>

Main Contacts & Other Information
<p><b><u>Main Contacts:</u></b> List main contacts the postholder will deal with in the role.</p> <ol style="list-style-type: none"> <li>1. Project Lead</li> <li>2. Gang Unit Operational Manager / Co-ordinator</li> <li>3. Offender Management Strategic Lead</li> </ol> <p><b><u>Other Information:</u></b> This position requires the postholder to undergo a CRB (Criminal Records Bureau) check.</p>

## Additional Information

Supervision / Management of People				
Please indicate which group best describes the total number of staff the post holder is responsible for:				
None	Up to 5 staff	6 to 15 staff	16 to 49 staff	50 plus staff
X				
Are the staff based at the same work location?				No
Will the post holder be responsible for contract / agency / project staff?				No

In the normal course of their duties would it be reasonable to expect the job holder to undertake, or be involved in, any of the following on a regular basis.

If Yes, please provide an estimate of the % of their working day this involves.

Work Environment					
Activity	Yes/No	% of working day	Activity	Yes/No	% of working day
Office duties.	Yes	20%	Use of a computer.	Yes	50%
Audio typing.	No		Crisis or conflict situations.	Yes	10%
Walking more than a mile.	No		Manual handling.	no	
Working alone or in isolation.	Yes	20%	Working in confined spaces.	No	
Driving a car, van or minibus.	No		Preparing or serving food.	No	
Exposure to infectious diseases, e.g. Tuberculosis (TB) or Hepatitis B.	No		Working in awkward positions, e.g. stooping, bending, reaching.	No	
Exposure to substances hazardous to health, including lead, asbestos or radioactive substances.	No		Operating heavy or hazardous machinery including forklifts, diggers or cranes.	No	
Regular and repetitive movements.	No		Working shifts / unsocial hours, nights.	Yes	10%
Outdoor work involving uneven surfaces.	No		Standing or sitting for prolonged periods.	No	

Activity	Yes/No	% of working day	Activity	Yes/No	% of working day
Working shifts / unsocial hours / nights.	Yes	10%	Working at heights / on ladders, roof work.	No	
Teaching, or responsibility for, children.	No		Outdoor work involving extremes of temperature.	No	
Electrical hazards.	No		Control and restraint.	No	

Resources – identify & list personal and identifiable accountability for physical and financial resources including those of clients:
No
Cash/Financial Resources - Is the post personally and identifiably accountable for the accurate handling / security of cash and cheques? If yes, specify the average amount controlled at any one time and the nature of the accountability:
No
Plant/Equipment - is the post personally accountable for the proper use / safekeeping of plant / equipment? If yes, please indicate the type(s) of plant/equipment and the nature of the accountability:
No
Stocks/Materials - Is the post personally accountable for materials / items of stock? If yes, please indicate the type and approximate value and the nature of accountability:
No
Data Systems - is the post personally accountable for the use, manipulation and safekeeping of data systems whether manual or computerised? If yes please indicate the type of system(s) and the nature of the accountability, whilst explaining the importance of the data systems to the Council's operations:
No
Buildings - Is the post personally accountable for the proper use and safekeeping of buildings? If yes please indicate the type of building(s) concerned and the nature of the accountability:
No