



The WISH Centre
Unit A4 Livingstone Court, 55 Peel Road
Wealdstone, Middlesex, HA3 7QT
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<http://www.thewishcentre.org.uk>

Job Description and Person Specification

Youth Worker

Hours: Full-time: 35 hours per week

Term: 2 year fixed term contract

Salary: up to £26,000 pa including OLV depending on qualifications and experience. Plus 6% pension contribution and travel costs.

The WISH Centre (WISH) is a safe community of support for young people in distress, many of whom may be self harming, anxious or depressed, or have experienced digital or sexual exploitation or peer abuse. We help them with one to one therapy, peer support groups, and targeted outreach work. WISH also provides advice and training to frontline workers and the wider community.

We are seeking a new member to join our small team to help us to deliver some of this work and to also reach out to and engage with a range of young people to increase awareness and support and to develop new youth projects and volunteering and events, and to establish WISH as the leading youth mental health Charity in Harrow.

Please apply if you:

- Are energetic, have great ideas for projects and events, and are excited to run assemblies, workshops and groups
- Care about and can relate to a range of young people and their issues and can inspire them to get involved or get the support they need
- Can manage a caseload of one to one support and don't mind working occasional evenings or Saturdays
- Like to be out and about and are self motivated and driven
- Want the chance to lead with your ideas plus learn new specialisms and skills

Job description

1 What is the overall purpose of the role?

Promoting the personal, educational, creative and social developments of young people, helping them reach their full potential. Helping to hold a safe and supportive environment where young people learn to:

- treat themselves and others with kindness and respect and ask for and get the support they need
- discover exciting new ideas, activities and support they are unlikely to experience anywhere else
- laugh, learn, experiment, make mistakes and thrive
- grow into motivated, positive, resilient and caring citizens

2 Key activities and responsibilities

- Co running our peer support groups; welcoming young people into the building, planning sessions and ensuring everything is running smoothly and supporting young people engaging with the activities
- Developing and delivering a drop in session, for example organising positive activities and conversations, taking accountability for security and safe working within the youth sessions
- Supporting the delivery of creative and partnership projects such as holiday activities, NCS and other volunteering, community fundraising events
- Having conversations with young people, one to one and in groups, identifying issues affecting them and how their needs can be met
- Mentoring, coaching and supporting individuals, encouraging young people to develop their self-awareness, independence and individuality
- Identifying where targeted support is needed and facilitate referrals and connections
- Developing a series of short talks or assemblies or workshops for young people and delivering these in schools and elsewhere
- Weekly contribution of content to our social media and regular input to training content and our website
- Helping ensure that all evidence of projects is properly documented, and that work is evaluated and reported in accordance with contractual commitments
- Keeping registers, writing evaluation reports and inputting data into our management information system
- Taking part in outreach and training activities, both independently and in partnership with other services
- Developing and building strong community relationships with external stakeholders ie schools and colleges, and developing relationships with youth networks in Harrow including representing WISH at meetings
- Staying informed on legislation, local and national issues, and best practice in youth work
- Ensuring child protection procedures are followed and that the safeguarding of young people is paramount
- Carry out all duties in accordance with WISH' policies on Safeguarding, Health and Safety, Child Protection and Data Protection, and with relevant legislation
- Act as a role model for young people, inspiring them to engage in the services and help them to develop aspirations for their futures
- Establish and manage a group of youth trainers and youth volunteers to help WISH with training, talks, community events and fundraising

* Any other duties appropriate to the post as directed by The WISH Centre

Person Specification

You are

- Friendly, cheerful, positive and self-driven, able to work independently and as part of a team
- Easy for young people to relate to and engage with, and genuinely caring and willing to go “the extra mile” for them
- Confident and likeable, and motivated about talking to groups of young people in a range of settings including schools, as well as to front line workers

Education, qualifications or experience

- Level 2 JNC or relevant youth work experience
- Experience of working with children and/or young people in an urban environment
- Experience of organising small scale events or coordinating projects is desirable

Knowledge, skills and abilities

- Excellent communication skills, with the ability to quickly establish positive relationships with young people and motivate them to participate in activities and events
- Good organisational and administration skills with proficiency in Microsoft Office
- Understanding and appreciation of the importance of monitoring and evaluation in a youth work setting
- Politically and creatively aware and ‘plugged in’ to emerging youth sub-culture
- Knowledgeable about how young people use social media
- Have an awareness about the issues facing young people such as mental health, stress, anxiety, self harm, digital and gang related sexual exploitation, bullying and peer abuse
- Positive about embracing challenge and change, open to experimenting, new ideas, reflective practice and working with other organisations in a spirit of partnership
- Ability to prioritise effectively and enjoy multi-tasking in a busy environment
- A believer in strongly supportive environments, sharing and being open with colleagues
- A working understanding of safeguarding children and young people and how to maintain appropriate professional boundaries
- A working understanding of equality and diversity with the ability to challenge discriminatory behaviour
- Committed to the values and aims of WISH and able to represent the organisation with integrity