

Job Description

Job Title: Youth Impact Programmes – Young People’s worker

POSCODE:

Grade: NJC6

Overall purpose of the job

At Cambridgeshire County Council, our vision is to create a greener, fairer and more caring Cambridgeshire. We will help to achieve this vision by creating meaningful youthwork programmes that support the transition to adulthood, address barriers and develop skills and learning.

The role of Youth Impact Programmes – Young People’s Worker provides targeted group interventions for young people whose needs cannot be met through community-based support alone, helping to reduce risk and build resilience. It promotes accessible and inclusive community opportunities for young people, particularly those with protected characteristics or from marginalised or vulnerable groups. Working closely with community and statutory partners, the role supports young people to engage in positive activities that strengthen their capacity to manage difficulties and make effective use of support networks. It also supports vulnerable young people to access programmes that encourage engagement in education, training or employment and enable them to remain in learning post-16.

Main accountabilities

	Main accountabilities
1.	Engage with young people by building supportive, empowering and trusting relationships that motivate participation and enable positive outcomes. Use trauma-informed, motivational communication—including active listening, empathy and de-escalation skills—to create a safe environment where young people feel heard, valued and able to develop.
2.	Deliver evidence-based, targeted groupwork to young people (providing occasional one-to-one interventions) that supports the development of their resilience, improved relationships, essential life skills and supports their engagement in education, training and employment so that they transition to adulthood and thrive. This includes facilitating residential activities and ensuring all work is carried out safely and professionally.
3.	Use appropriate assessment tools to identify young people’s strengths, needs and risks (including concerns such as exploitation, neglect or domestic abuse), and make timely referrals to partner agencies where required. Promote young people’s voice by enabling them to give feedback on service delivery, influence change, and contribute to the development of future services.
4.	Plan, deliver and evaluate targeted issue based or themed groupwork in various settings that are youth led, creative, safe and engaging which also deliver positive outcomes against agreed actions. Use imaginative engagement techniques to support young people’s attendance throughout delivery to maximise the impact of activity.
5.	Support young people to access community based resources and opportunities , promoting independence, inclusion, and sustainable positive change. Respond to issues such as ASB, CSE and Criminal exploitation through targeted youthwork and programmes, supporting young people to access diversionary activities which reduce risky behaviour.

6.	Work collaboratively with statutory services, the Voluntary and Community Sector , community organisations and education providers to coordinate support, promote contextual safeguarding, and meet the needs of vulnerable or marginalised young people.
7.	Contribute to NEET reduction by delivering targeted group interventions for priority groups such as Children in Care, Care Leavers, young people in the criminal justice system, and those with SEND, providing occasional one-to-one support where needed and making timely referrals to onward progression pathways.
8.	Maintain upto date records , including registers, session notes, documentation of young people’s information, progression and journey, and referrals to other programmes and pathways, as well as capturing all data required by funders. Assist in day to day administrative tasks as appropriate including written reports and case studies in accordance with GDPR.
9.	Follow organisational processes and policies , including health and safety, safeguarding, risk assessment, escalation procedures and lone working guidelines, ensuring safe practice across all settings.
10.	Demonstrate an awareness and understanding of equality, diversity and inclusion.
11.	Ability to contribute to our organisational commitment to becoming a Net Zero organisation by 2030.
12.	Safeguarding commitment <i>(Include for roles involving work with children/vulnerable adults)</i> We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

Person Specification

Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
A relevant qualification at level 3 or above	A relevant subject relating to youth work or education	Essential
Professional qualification at level 4 or above	A relevant subject relating to youth work or education	Desirable

Minimum levels of knowledge, skills and experience required for this job

Identify	Describe	Essential/ Desirable
Knowledge	Knowledge and understanding of group work session planning including learning styles and engagement approaches	Essential
	Knowledge and understanding of the issues facing young people.	Essential

	Knowledge of relevant legislation in relation to safeguarding young people. Knowledge of safeguarding, child protection and escalation procedures.	Essential
	Knowledge of the services, activities and support available for young people within their communities.	Desirable
Skills	Good communication skills with both young people, parents and carers, partners and colleagues.	Essential
	Ability to organise, plan, deliver and evaluate projects, programmes and activities within deadlines.	Essential
	Effective administration & ICT skills.	Essential
	Ability to produce clear, objective assessments and make accurate decisions about the urgency and type of support required for young people.	Essential
	Ability to listen to, motivate and engage young people experiencing a wide range of issues in individual and group work learning to support their needs.	Essential
	Skills in evaluating practice and creating innovative approaches	Desirable
Experience	Experience delivering projects, programmes or activity to young people with a wide range of issues.	Essential
	Experience of actively engaging young people in decision making.	Essential
	Experience of multi-agency and partnership working to ensure the best outcomes for young people	Essential
	Experience of working with vulnerable and challenging young people to improve outcomes and improve life chances.	Essential
	Experience of project planning, delivery and evaluation and reflective practice.	Essential
	Experience of overseeing support staff and volunteers in a project environment.	Desirable
Equality, Diversity and Inclusion (applies to all roles).	Ability to demonstrate awareness and understanding of equality, diversity and inclusion and how this applies to this role.	Essential
Net Zero (applies to all roles).	Ability to contribute towards our commitment of becoming a net zero organisation.	Essential

Safeguarding (applies to all roles working with children/vulnerable adults).	Demonstrate an understanding of the safe working practices that apply to this role. Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	Essential
--	--	-----------

Disclosure level

What disclosure level is required for this post?	None	Standard
	Enhanced	Enhanced with barred list checks X

Work type

What work type does this role fit into? (tick one box that reflects the main work type, the default work type is hybrid)	Fixed	Hybrid	Field	Remote	Mobile X
--	-------	--------	-------	--------	-------------