

## Job Description

**Post Title**

Senior Youth Support Worker

**Grade**

Band 5

**Responsible to**

Area Youth Worker

**Responsible for**

Youth Support Worker, Assistant  
Youth Support Workers

**Context**

Youth Connect South West was launched as a Public Service Mutual, limited company, and registered charity in the South West of England in November 2019.

**Purpose of Job**

The Senior Youth Support Worker will support the development and deliver high quality targeted youth work provision that provides informal learning opportunities for young people aged 11-19 years (up to 25 years with special needs).

Working as part of a team of staff and volunteers you would be expected to be involved with the planning, delivery and evaluation of Positive Activities linked to the Youth Connect curriculum.

Creating opportunities with young people to



## **Youth Connect South West Accountabilities and Responsibilities**

1. To oversee the development of a Youth Work programme of activities, services, and facilities for the defined geographical area.
2. To work with young people to actively encourage their personal and social development. This will be achieved through face-to-face work with young people, individually or in groups.
3. To ensure that the young people in the defined geographical area have the opportunity to take part in a full range of curriculum activities, as outlined by YCSW Curriculum Development strategy.
4. To develop opportunities for the empowerment of young people.
5. To assist young people in the gathering of evidence for the accreditation of their learning.
6. To establish links with and assist in the development of partnership projects in consultation with the Youth Work Team Leader.
7. To monitor, record, and evaluate work within the projects.
8. Help ensure that young people and vulnerable adults within the organisation are safe and follow agreed procedures where it is necessary to make safeguarding arrangements or child protection referrals.
9. To assist with the recruitment, leadership and management of the post holders reporting to this post in accordance with YCSW policies.
10. To promote and support the development of effective team working, ensuring that staff are motivated and have opportunity to develop personal potential.
11. To ensure that the project's employees are effectively organised, and the budget of the project is effectively managed in accordance with YCSW financial regulations.
12. To ensure equality of opportunity in all activities of the project, and the health and safety of all service users and staff.
13. Contribute to the YCSW Vision, Mission and Values.

### **Relationships**

The post holder is expected to develop and maintain positive relationships with individuals and organisations in order to ensure that Youth Connect South West can collaborate with others to deliver effective and good quality youth work. In particular, the post holder will need to have positive relationships with the following:

- **Internal** – colleagues, managers, young people
- **External** – local communities and young people

## **Qualifications**

The Senior Youth Support Worker must hold a Level 3 qualification in youth work as recognised by the JNC report for Youth and Community Workers or show sufficient competency for the post and currently be undertaking the Level 3 qualification or have significant experience in a related field and show sufficient competency for the post.

Driving License

## **Working environment**

- The post is office based in Bath and North East Somerset covering one session in Westfield and detached sessions in Bath, and North East Somerset, but work at a range of other venues will be expected.
- The post holder's working hours will include regular attendance at youth work sessions in the evenings and occasional weekends.

## **General expectations**

- YCSW is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults and expects all staff to share this commitment and duty. It is an essential requirement that staff are aware of the safeguarding procedures for sharing information about the welfare of any person for whom they have safeguarding concerns.
- It is a YCSW requirement that applicants for this post obtain a satisfactory DBS certificate. Staff also have a duty to ensure they attend training to enable them to recognise the indicators for concerning behaviour and receive safeguarding supervision as appropriate.
- The post holder will be expected to adhere to YCSW equalities and health & safety policies and practices.
- The post holder will need the personal resources to work within a demanding environment and to support staff to do likewise.
- All staff are expected to show a commitment to their own professional development this will include training.

## PERSON SPECIFICATION

**Job Title:** Senior Youth Support Worker  
2026

**Date prepared:** August

| Requirements                       | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Desirable                                                                |
|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|
| <b>Qualifications and training</b> | <p>Good standard of education.</p> <p>Good standard of literacy and numeracy.</p> <p>Level 3 qualification in youth work as recognised by the JNC report for Youth and Community Workers or show sufficient competency for the post and currently be undertaking the Level 3 qualification or have significant experience in a related field and show sufficient competency for the post.</p> <p>Driving license which allows you to drive a small van or MIDDAS qualification or prepared to be trained to achieve one (Mobile only).</p> | <p>Experience of training.</p> <p>Experience of partnership working.</p> |
| <b>Experience</b>                  | <p>Youth Work experience.</p> <p>Work with young people.</p> <p>An understanding of Safeguarding issues including child protection policies and procedures.</p>                                                                                                                                                                                                                                                                                                                                                                            | <p>Experience of managing and supervising staff.</p>                     |
| <b>Knowledge</b>                   | <p>You are friendly and willing to offer support to assist colleagues and young people.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p>Customer service.</p> <p>Management and supervision skills</p>        |

|                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                |
|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
|                              | <p>You are trustworthy and organised and always on time for work and meetings.</p> <p>You understand the complexities of issues of equality and diversity and consider these in-service deliveries.</p> <p>You are reliable and organised in the way that you work.</p> <p>Carry out regular supervision in line with the YCSW procedure.</p> <p>To promote the recruitment, leadership and management of the post holders reporting to the post.</p> <p>Knowledge and understanding of integrated working linked to targeted work.</p> <p>Evening working including some weekends.</p> |                                                                                                |
| <b>Other job information</b> | <p>Appropriately share information with other agencies in order to safeguard young people.</p> <p>You are willing to undertake training opportunities relevant to the post.</p> <p>It is a YCSW requirement that applicants for this post obtain an Enhanced Disclosure from the Criminal Records Bureau.</p>                                                                                                                                                                                                                                                                           | <p>Valid Driving Licence if not on Mobile.</p> <p>Flexible in approach to working pattern.</p> |

### **Youth Connect South West Values**

- Keeping young people safe – working in the best interests of young people and putting them at the centre of everything we do.
- Collaboration – working with families, communities, and other stakeholders to make things better for young people.
- Meeting expectations – going “the extra mile” to support young people.
- Inclusion – being there for all of those who need us.
- Determination and creativity – modelling the importance of trying new things, continually learning, and never giving up.