



Inspiring Young People

Job Description

Post Title	Salary; Grade	Contract; Hours
Area Youth Worker	£40,500-£42,750 Band 3	Permanent Full time
Responsible to	Responsible for	Work Location
Youth Work Programme Manager	Senior Youth Support Workers	Working from our Youth Hubs and in the community

Purpose of the job

The Area Youth Work Lead is responsible for leading, shaping and improving youth work across a defined geographical area, ensuring that provision is high quality, responsive to local need, and rooted in strong youth work practice.

The role brings together professional leadership and operational management to ensure that youth work in each locality is safe, consistent, and impactful. This includes identifying where provision is needed, supporting teams to deliver excellent practice, and building strong local relationships that sustain and grow youth work.

The post holder acts as the key link between organisational priorities and local delivery, ensuring that youth work across the area enables young people to be safe, be heard, belong, and grow.

Creating opportunities with young people to



The core purpose is consistent, but specific responsibilities may vary between post holders depending on area needs and organisational structure.

Introduction

Youth Connect South West (YCSW) was launched as a Public Service Mutual, limited company, and registered charity in the South West of England in November 2019 to provide a range of services primarily for the young people in the Bath and North East Somerset area.

Responsibilities

1. Area leadership and planning:

- Developing an area youth work plan *in the context of available funding and funding opportunities*
- Making recommendations about where provision should expand, change or stop *incorporating local intelligence and the intentions of our funding partners*

2. Practice quality and professional standards:

- Lead practice observation and reflective improvement
- Act as the professional standard-bearer for youth work locally
- Ensure delivery reflects NYA principles and informal education practice
- Oversee the contracts for local provisions, provide suitable monitoring and reporting

3. External leadership:

- Relationships with town/parish councils and local partners, including attendance at Parish/Town Council meetings and events
- Being the local face of YCSW youth work
- Supporting contract performance and contributing to reporting

4. Youth work voice and identity:

- Supporting local youth voice structures where appropriate
- Ensuring youth work is visible, valued and understood locally

5. Operational responsibility:

- Lead and manage their assigned team, to ensure high-quality youth provision is available for young people
- Ensuring that sessions are staffed and resourced appropriately for the needs of all activities
- Depending upon the geographical area , the Area Youth Worker will have responsibility and oversight for either, all quality assurance of the youth work delivered or responsibility for attending PREV, area specific strategy meetings and attending the YCSW concerns log meeting
- To undertake and ensure health and safety needs are taken into consideration ensuring risk assessments are completed and in place
- To embed the NYA youth work curriculum supporting any initiatives that correspond with the Youth Work Operational plan
- To support their team in developing a wide range of accessible opportunities for the empowerment and participation of young people.
- Hold responsibility for the recruitment, induction, supervision, and day-to-day management and professional development of the post-holders reporting to this post
- Ensure that employees are well organised and promote effective teamwork
- Contribute to the YCSW Vision, Mission and Values
- Support to ensure YCSW is responsive to community needs and that equality issues are identified and addressed effectively
- 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

6. Safeguarding:

- Act as Deputy Designated Safeguarding Lead (DDSL) for their area
- Responsible for the identification, management and escalation of safeguarding concerns, ensuring that all concerns are recorded, reviewed and progressed in line with YCSW safeguarding procedures and under the direction of the Designated Safeguarding Lead (DSL)
- Support safeguarding oversight within their area, including contributing to safeguarding meetings, guiding staff to follow correct procedures, and ensuring concerns are escalated appropriately in line with agreed thresholds

PERSON SPECIFICATION

Job Title: Area Youth Worker

Date prepared: March 2026

Requirements	Essential	Desirable
<p>Qualifications</p>	<p>A minimum of GCSE grade C/4 in Maths and English.</p> <p>JNC Youth and Community NVQ Level 4 Qualification for those who qualified before 2010. For those who have qualified after 2010 NQF Level 6 (FHEQ Level 3) or currently undertaking and/or willing to complete the NQF Level 6 qualification and has significant experience in a related field and shows sufficient competency for the post.</p> <p>Up-to-date safeguarding training or readiness to prioritise addressing this when in post including DSL training.</p> <p>Good standard of literacy and numeracy and basic IT competence, including word processing and entering data onto databases.</p>	<p>Experience of delivering training.</p>
<p>Experience</p>	<p>Youth Work experience, including detached and centre-based work.</p> <p>A good understanding of strategies for supporting and motivating young people.</p>	<p>An understanding of quality assurance.</p>

	<p>Effective Management and supervision of staff.</p> <p>Experience of working effectively with young people from a diverse range of backgrounds and abilities.</p> <p>Experience of partnership working.</p> <p>Experience of impact reporting and reporting to funders.</p> <p>Experience of listening to young people and enabling their voice to be heard in service delivery and their own choices.</p> <p>Experience of implementing Safeguarding policy and procedure and dealing safely and appropriately with issues including child protection policies and procedures.</p>	
<p>Skills and knowledge</p>	<p>Safeguarding legislation and Working Together to Safeguard Children 2025 procedures.</p> <p>Managing and supervising staff.</p> <p>Understand the complexities of issues of equality and diversity and consider these when developing and planning youth work.</p> <p>Effective practice in assessing, motivating, and supporting young people.</p>	

	<p>Understanding of the NYA Youth Work Curriculum.</p> <p>Knowledge of health and safety legislation and procedures.</p> <p>Understanding of how to share information securely and appropriately with other partners/agencies in order to safeguard young people.</p>	
<p>Other requirements</p>	<p>Evening working including some weekends.</p> <p>Youth Connect South West 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.</p> <p>All staff are aware of, and trained in, safeguarding procedures and must have a satisfactory DBS certificate.</p> <p>All staff are expected to adhere to Youth Connect South West equalities, diversity and inclusion practise.</p> <p>All staff are expected to show a commitment to their own professional development.</p> <p>The ability to cope with the duties and responsibilities of the post and the associated environment.</p>	<p>Valid Driving Licence</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.