

JOB DESCRIPTION



Cyngor Bwrdeistref Sirol
MERTHYR TUDFUL
MERTHYR TYDFIL
County Borough Council

Job title	Key Worker – Youth Support		
Department	Community Wellbeing		
Location	Targeted Youth Service		
JE ID		Date Last Evaluated	
Job Purpose	<p>Provide support to children and young people (10-18 years of age) with challenging and / or disruptive behaviour through a range of interventions and a co-ordinated Team around the Family approach.</p> <p>Short Term Objectives: Ensuring families, who are in need, are able to identify constructive solutions to the problems they face, increasing resilience and preventing escalations of family breakdown or statutory intervention.</p> <p>Long Term Objectives: Improve the independence and resilience of the family and young people so that they are able to function independently within the community without the need for further support.</p>		
Main Tasks performed	<p>Engage and establish positive relationships with families (Adults & Children/Young People) with a strong focus on the child/young person to identify needs and to achieve positive outcomes.</p> <p>Undertake detailed risk and protective factor assessments with those children or young people and families who are referred from the Multiple Intervention Assistance panel, implementing outcome based planning through an agreed Family Support Plan.</p> <p>Work in partnership with other key agencies and professionals to meet the needs of the child or young person and family while taking the lead role and coordinating the required Team around the Family approach.</p> <p>Act as the single-point of contact for the family, coordinating the delivery of the actions agreed.</p> <p>Deliver and provide the child or young person and family with a variety of interventions such as mentoring, mediation, intergenerational work, confidence building, motivational interviewing, and when required, to assist in developing basic skills.</p>		

	<p>Support the child or young person to engage in a range of universal and sustainable activities that builds on their interest promoting integration, personal development and constructive use of leisure time.</p> <p>Work in partnership with schools and families to develop agreed strategies that have an impact on attendance and reducing short term and permanent exclusion.</p> <p>Manage and hold an agreed number of cases at any one time while carrying out any developmental and project tasks required by the service.</p> <p>Plan and co-ordinate appropriate exit strategies for children or young people into existing community provision and support networks increasing independence, self-esteem, self-determination and aspiration.</p> <p>To negotiate and actively refer children or young people and their families into appropriate services provided by the public and voluntary sector providers.</p> <p>Regularly review Family Support Plans and provide quarterly report progress to line manager and relevant forums while contributing to the monitoring, evaluation and review of the service according to the agreed standards and targets.</p> <p>To ensure protocols regarding confidentiality are maintained. To adhere to the All Wales Child Protection Procedures and POVA policies and procedures.</p> <p>To participate constructively in supervision and undertake training and development activities in accordance with the requirements of the role and service and transfer learning into practice.</p> <p>To maintain appropriate case management and update IT systems as appropriate.</p>
<p>Resources <i>Items that are personally accountable to the post-holder. i.e. cash / cheques, plant/equipment, stock/materials buildings</i></p>	<p>Laptop / mobile phone and computer equipment – To attend off site support sessions with young people, including delivery in schools and other venues.</p>
RESPONSIBILITY	
For People	No
For Finance	No
Communications	Liaison with schools, partners and young people
Decision Making	Operational informed by line manager

PERSONAL DEMANDS


Include here any unavoidable exposure to risk of mental / physical injury

Mental	Ability to cope with behavioural challenges of young people
Physical	No specific requirements

PERSON SPECIFICATION

	Essential	Desirable
Formal qualifications	<p>A youth and community work degree or equivalent. With EWC Youth Worker registration.</p> <p>Willingness to undertake further training and development, as necessary, in order to enhance service delivery.</p> <p>Must have Welsh Level 1 qualification or be willing to complete this prior to any employment offer.</p>	
Technical skills required	<p>Ability to communicate effectively at all levels both orally and in writing.</p> <p>An ability to plan and co-ordinate interventions which cater for the needs of children, young people and families from a wide range of backgrounds and abilities.</p> <p>Ability to undertake appropriate assessments and reviews of children's risk factors associated with mental health and wellbeing and challenging behaviour.</p> <p>Ability to translate assessments into effective integrated family support plans.</p> <p>Ability to work in a multi-agency context.</p> <p>Ability to use information technology and software programmes.</p> <p>Ability to organise own work effectively within the framework of personal supervision and local authority policies and procedures.</p>	<p>Knowledge of public and voluntary sector children and family service providers.</p>

	<p>Ability to deliver group work sessions and one to one sessions.</p>	
<p>Amount of experience required</p>	<p>Substantial experience of working with children and young people who demonstrate challenging behaviour.</p> <p>Experience of managing high / complex caseloads of families / young people needing support / interventions.</p> <p>A proven ability to engage positively and build positive relationships with children, young people and families who have challenging behaviour patterns and attitudes.</p> <p>Experience of working with children, young people and their families at risk of offending and entering the Criminal Justice system.</p> <p>An understanding and awareness of working in partnership with key agencies and implementing the Team around the Family approach.</p> <p>An understanding and awareness of the need to develop services to meet the needs of a diverse and multi-cultural community.</p> <p>An understanding of the risk and protective factors associated with offending.</p> <p>An understanding of the current child protection legislation.</p>	<p>Previous experience of delivering a variety of interventions to children and young people and their families.</p> <p>Experience of delivering programmes that improve parenting skills.</p>
<p>Personality attributes required</p>	<p>Ability to work on own initiative and as an integral member of a team.</p> <p>Ability to set priorities and meet deadlines.</p> <p>Demonstrate good reporting skills.</p> <p>Ability to develop and manage programmes of learning for young people and families related to the needs assessment.</p>	<p>Ability to speak Welsh.</p>

	<p>Ability to evaluate and recognise learning and identifying next steps for families.</p> <p>Have knowledge of the major policies and legislation relating to working with young people.</p> <p>Possess an understanding of the key issues impacting young people's lives in today's society.</p> <p>An understanding of disability issues (empowerment, choice, advocacy).</p> <p>A proven ability to utilise information technology in collecting, analysing and reporting on delivery.</p> <p>Demonstrate the capacity to work in a non-stigmatising and anti-oppressive environment.</p> <p>Ability to form positive relationships and act as a role model with children and young people at risk of offending and anti-social behaviour.</p> <p>Willingness to work outside 'normal' office hours.</p>	
<p>Special requirements (i.e. car driver)</p>	<p>Possession of a driving license and own vehicle for business use.</p>	<p>Mini-bus driving license.</p>
<p>Manager's signature</p>		
<p>Head of Department signature</p>		
<p>Date</p>	<p>20.01.2022</p>	

RECRUITMENT PACKAGE TO BE OFFERED

Job Title:	Youth Support Key Worker
Department:	Youth Service, Community Wellbeing Department
Annual gross basic salary:	Grade 5 - £24,982.00 - To: £27,041.00
Further Information	For an informal discussion about this role please contactLeanne Drew..... Tel No: ...07800708720.....
Hours of work:	37
Location:	Calon Las / Agile Working
Special conditions:	None

Please note that it is an essential requirement for all external new starters after 1st April 2021 to be qualified in Welsh Language Level 1 (minimum) and be able to provide evidence to support this. Candidates who fail to do so will not be able to take up their position with the Authority.