



**JOB DESCRIPTION**

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| Job Title**BAME Specialist Youth Worker**  |  |
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| Department**Housing** | TeamActivities  |
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| Reports to (Job Title)**Support and Development Manager**  |  |
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| Responsible for (number of supervisees)0 | Job Grade £13.10 p/h  |
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| Location**YMCA Campus**  | Contract Type15 hours per week  |
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YMCA is a Christian organisation, committed to Equality and Diversity in the Work Place. YMCA is committed to the safeguarding of children, young people and vulnerable adults.

Job Purpose

The BAME (Black, Asian and Minority Ethnic) Youth Worker will help design, support and deliver a range of activities that inspire and develop young people to positively engage and work towards independent living. They will need to build professional relationships with young people from BAME backgrounds whose English is their second language, helping them to integrate into the YMCA community.

Much of the delivery work will be carried out in the evenings and weekends.

**Main duties and responsibilities**

* To produce, coordinate and deliver activities to young people
* To provide supervision, motivation and inspiration to young people
* To be empathetic to young people who have relocated from their home countries.
* Knowledge of BAME communities
* Ability to speak more than one language (Translation)
* Collect information on young people participating and updating relevant IT programmes with the data (OSKA).
* Communicate effectively with all Coaches so that they are all aware of targets, KPI’s and potential new developments regarding safeguarding and complex needs.
* On a regular basis, meet with the Youth Engagement Officer to discuss progress towards meeting the aims and objectives of the Team.
* An understanding of childhood trauma and its impact on mental wellbeing and be able to deliver appropriate information, intervention, advice, guidance and support to individuals and/ or groups.
* Ensure all safeguarding and critical incidents are reported within the correct time frame ensuring the safety and welfare of young people always.
* Maintaining effective relationships with local organisation and providers of Youth Provision (Networking)
* Youth Ambassador work
* Run social action projects with young people and support fundraising initiatives
* Attend regular training and development opportunities to maintain an up-to-date knowledge of safeguarding, health and safety and local policy developments.
* To be fully versed with safeguarding to protect everyone from harm in accordance with current safeguarding legislation.
* Comply fully always with all the YMCA's policies and procedures relating to Safeguarding, Equality and Diversity, Professional Boundaries, **Confidentiality & Data Protection** and Health and Safety and to undertake training in these areas when required.
* Undertake such other duties as may reasonably be required.

**Person Specification**

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| **Essential**  |
| Knowledge |
| * Knowledge of young people and what inspires them to get involved
* Language skills (Translation)
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| Relevant Experience |
| * Working within the Community
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| Skills and Ability |
| * Good communication and networking skills
* Good organisational skills
* Ability to work independently and time manage work loads
* Excellent team player, and able to share good practice with working colleagues
* Knowledge of various monitoring/recording of information requirements, and their importance.
* Ability to travel around the city
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| Other Requirements  |
| * Willing to undertake any training to aid personal development
* Undertake such other duties as may reasonably be required
* Willing to work flexibly including evenings and weekends
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| **Desirable** |
| Knowledge |
| * A knowledge of the youth sector
* Knowledge of young people with vulnerabilities
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| Relevant Experience |
| * Residential experience
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| Skills and Ability |
| * Innovating new projects
* Passion for any subject area to get young people involved with
* Public speaking
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| Other Requirements  |
| * Undertake any training to aid personal development.
* Links to the community
* Full driving license desirable
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Special Notes

This appointment is subject to:

* DBS clearance
* 2 references
* The employee will be expected to undertake any appropriate training provided by the employer to assist them in carrying out their duties
* Occasional attendance at conferences and training courses requiring overnight stays