



alongside young people
on the streets of Govan

Christian Detached Youth Worker

7 hours/week

Hours negotiable for the right candidate

Summary

Hours and pay: 7 hours/week at £13.47/hour. Hours negotiable for the right candidate. Paid monthly. This post includes evening work.

Please carefully read the holiday section under "Other Information".

Length of post: 1 year post to start, extension desirable subject to funding.

Responsible to: Project Leader

The Christian Detached Youth Worker roles includes

- Detached (street) youth work, and prayer walking between interactions.
- Other youth work activities.
- An additional responsibility based on the worker's skills (see below).
- Team meetings and training.
- Christian worship, prayer and bible study.
- Administration.

This includes 2 sessions of youth work/week. Each youth work session is approximately 2 ¾ hours including preparation and debrief.

We will give preference to recruiting **one youth worker to focus on young men's work** and **another youth worker to focus on young women's work**.

Includes appropriate conversations on gender specific and sensitive topics. Occasionally includes checking on 1-3 young men or young women, in gender specific areas, eg toilets, with back up from another youth worker, in line with New Team's Child Protection Policy. Training is provided for these situations.

New Team SCIO is a Christian charity, alongside young people who hang out on the streets of Govan. We aim to support physical, social, emotional and spiritual development. We make connections with young people through street/detached youth work, strengthening those relationships through other youth work activities, for example trips. We are alongside and serve young people on the streets whether they are interested in finding out more about God or not. We make space for young people to ask us questions about what we believe.

Main purpose

To work with children and young people (8-18 years old) and their communities.
To take part in and run detached youth work sessions and other youth work.

Tasks

- Youth work focusing on young people who are “at risk” including planning, preparation and debrief.
 - Detached youth work.
 - Other youth work activities, for example trips.

The youth work includes appropriate conversations with young women or young men on gender specific and sensitive topics, including harm reduction. It also occasionally includes checking on 1-3 young men or young women, in gender specific areas (eg toilets), in partnership with another youth worker, in line with New Team SCIO child protection policy and training.*

- Christian Faith
 - Be an advocate for the Christian faith among young people, their families and the community.
 - Plan, support and take part in spiritual components of youth work (mainly informal), encouraging interest and growth.
 - Take part in team prayer, bible study and praise sessions.
 - Pray for New Team and the young people.
 - Follow and model Christian faith.
- Follow and model youth/community work values.
- Follow New Team’s policies, contribute to meetings and attend training.
- Take responsibility for another task/s in line with worker’s skills, eg admin, fundraising, volunteer recruitment, cultivating relationships with churches etc.
- Youth work administration.
- Volunteer/supporter recruitment and development, in proportion to hours worked and in line with the gifts of each team member.
- Other relevant tasks.

Please note

- Training and support is provided to equip workers to do the above tasks.
- We do not have a building. Most non-youth work tasks are done from home.
- Most meetings are online as this works best for the current team and home working is supported through videocall sessions e.g. co-working over videocall.

Essential

Passion

- For youth work with young people who face multiple challenges and awareness of the challenges they may face.
- For God's love to be known.

Experience

- Youth work.
- Building relationships with people who are different to you e.g. age, gender, culture or life experience.
- Working well as part of a team.
- Responding well to direction.
- Following policies and procedures.

Ability

- Compassion for and understanding of the challenges young people who hang out on the streets of Govan may face.
- Whether or not the applicant has experience of working with young people who face multiple challenges, they must have the ability to talk about and interact with the young people in appropriate ways.
- Ability to approach the role with an openness to learning.
- Physical, emotional and mental ability to do **2 hour detached work sessions**. This includes but is not limited to:
 - Working outside in snow, ice, rain, cold weather and hay fever season.
 - Able to read a car number plate from 20 metres (with glasses/contact lenses if you would wear them during detached youth work). This is for safety.
 - Detached youth work also involves long periods when young people do not engage. In partnership with the rest of the team, you need to be able to prayerfully keep the vision alive at those times.

Christian Faith

- You must have a Christian faith and a live church connection. *This is a Genuine Occupational Requirement in terms of the Employment Equality Regulations 2010.* One of your referees must be a church leader who has known you for at least 6 months. If you have recently moved church, get in touch to discuss alternatives.

Preferred

- Youth work qualification.
- Passion for Govan.
- Experience in the following

(It is unlikely that any candidate will have all the below experience but demonstrating any of these on your application form will increase the possibility of being selected for interview.)

 - Empowering young people to take ownership of youth work activities.
 - Detached youth work or other outdoor youth work.
 - Working with children or young people who face multiple challenges.
 - Explaining spiritual concepts and personal experiences of Christian faith, in a way that connects with young people and adults who have no church background and discerning when this is appropriate.
 - Dealing with challenging behaviour.
 - Responding flexibly to challenging situations and managing risk in a changing environment.
 - Youth work that involves supporting young women OR young men.
 - Dealing with potential behavioural, safety or health issues with young women OR young men in gender specific environments such as toilets, changing rooms or dorm rooms, in line with child protection policy and good practice.*
 - Administration.
 - Fundraising.
 - Prayer walking.
 - Working for a small organisation.
 - Working from home.

* Trips are always with 2 team members and 1-3 young people. They are to public places like fast food restaurants, go-karting, trampolining etc. In the rare situation where we need to check on young people in gender specific environments (toilets, changing rooms etc), that may mean only one worker will have access to the space. We provide training for dealing with these infrequent situations, and the other team member will provide backup from as close as is appropriate. It may also mean working alongside a worker from the establishment where the trip is taking place.

Work pattern

Detached youth work sessions are currently **Tuesday, Thursday** and **Friday** for 2 hours **between 5.40pm and 9.30pm**, changing within that time frame depending on the time of year and young people's patterns. Generally, youth workers must be available to regularly work two of these evenings. *However, if you are interested in the role and do not have that availability, please email admin@newteam.org.uk to have a chat about other options before you apply.*

Backup and office time: When working with a full team, youth workers are scheduled with office time for one session in four, to focus on their specific team responsibility (see above) and be on backup for the youth work in case another team member is off sick.

Additional youth work sessions are mutually agreed according to team availability. You are never expected to work at other times, but it helps if you are able to offer some flexibility.

Weekly team meeting times are set for each term by agreement with the team.

All other work including co-working, supervision, training, individual office work etc – times are set according to availability. This includes negotiating set times and flexibility for one-off events such as external training where this works with your other commitments.

Please tell us during application process if you would like to talk about whether the work pattern would work for you.

Other Information

Holidays

30 days pro rata. Preference is given to holidays taken outside school holiday dates. In particular, the peak time for detached youth work is during the school summer holidays so it is preferable to take holidays at other times. We realise you may have prior commitments or family members who cannot take holidays outside of this time and will be flexible where possible. It is not likely that you will be able to take a large chunk of your holiday days during this time. However, if you will not be in Glasgow over the summer, please get in touch for a chat. There might be arrangements that can be made if agreed during recruitment.

Application Process

Zoom chat, application form, interview, references, PVG membership (and equivalent for other countries you have lived in for more than 6 months in the last 10 years), and a youth work trial session.

Regulated Work

This post is considered Regulated Work with Children, under the Protection of Vulnerable Groups (Scotland) Act, 2007. Therefore, it is an offence to apply if you are barred from working with children. Successful candidates will require PVG Scheme membership for Regulated Work with Children. You will be required to join the Scheme or undergo a PVG Scheme Update check prior to commencing employment. New Team will pay the fee for this. If you have spent more than 6 months in another country over the last 10 years, we will also seek criminal convictions information from that country/countries. For some countries the candidate will need to apply for this themselves. New Team will cover all costs. Where a country cannot provide this information, an alternative vetting process will be used (please request recruitment with criminal convictions policy or get in touch if you would like to chat about this). These measures are to protect vulnerable young people from harm.

Eligibility to work in the UK: You are eligible to work in the UK if you are a British citizen, a person with settled status in Britain, such as ILR or EU settled status, or if you have valid immigration status which allows you to carry out the work in question, such as a Skilled Worker visa.

Training

New Team will provide induction including detached youth work training and child protection training. There will be ongoing training according to need.

Supervision and Support

Supervision and support will be through the project leader and in other ways as need arises, including regular supervision sessions.

Probation period

There will be a probation period of 3 months after which there will be a review meeting to evaluate whether the worker will continue serving with New Team and how they can best be supported.

Ongoing support and review

Review with Project Leader 6 months after probation period and yearly after that.