

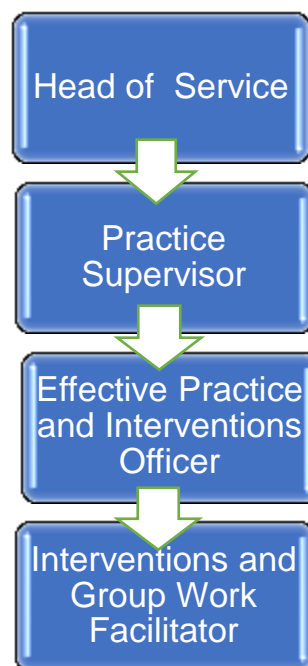
JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Children's Services	Job Ref Number: 02418
Service Area: Lincolnshire Youth Offending Team	Grade: G6 (click here for value)
Job Title: Interventions and Group Work Facilitator	

PURPOSE OF JOB:

The role will be specifically responsible in delivering and embedding specialist interventions and group work for Lincolnshire Children services.. The primary aim of this role is to reduce re-offending, effectively safeguard and prevent offending by children and young people in Lincolnshire. To reduce first time entrants into the Criminal Justice System by preventing Offending and anti-social behaviour by young people aged 8-18. To ensure all young people receive effective support to them achieving positive outcomes.

TEAM STRUCTURE:



MAIN DUTIES:

1.	To work directly with targeted young people aged 8-18 to develop their personal and social education by engaging them through the provision and delivery of a community based interventions.
2.	To develop and deliver community based intervention programmes, offering a diverse range of activities that will ensure an actively engaged community. This will include: To support in the effective running of the Junior Attendance Centre and delivery of specific group work based sessions following prescribed session plans.
3.	To work closely with multiagency partners in supporting those young people through the interventions run in Lincolnshire, advocating on their behalf, providing sustained support and addressing factors affecting their progression through transition within the 8-18 age range.

4.	Post holder to think and act creatively and be innovative with solutions to situations as they arise to ensure that project operates in the best interests of young people, meeting project obligations and continuing to develop personally and professionally.
5.	To assist in the design, development and delivery of the structured suite of interventions with children and young people to minimise risk of re-offending or entering the criminal justice system.
6.	Identify creative ways to integrate functional skills within core activities that will ensure effective engagement with young people.
7.	Develop and deliver training packages to teams/colleagues/partner agencies to embed new ways of thinking and working. Create innovative approaches to delivering interventions to children, young people and parents capturing best practice.
8.	Provide information to the Effective Practice and Intervention Officer to assist in the evaluation and review of JAC and group work sessions.
9.	Support young people in developing other lifestyle choices, encouraging their participation in their community including the broad range of local clubs and societies which are available (e.g. local Youth Service Centre's and projects, sports clubs, theatre groups etc).
10.	Administer induction, health and safety and security procedures for young people attending the Junior Attendance Centre (JAC) or group work sessions. To work alongside specialist workers to assist in the delivery of specialist sessions to a group of young people.
11.	To provide appropriate monitoring and evaluations of the project and young people's progress, including the preparation and presentation of reports and briefings. Ensure that record details of these sessions form part of the formal review of the progress made by young people in line with their Court Orders, Out of Court disposals or accredited programmes.
12.	To participate and engage in relevant training as instructed to ensure appropriate level of awareness relating to youth justice, safeguarding, risk management and effective work with young people.
13.	The post holder will be expected to relocate to other office locations as workload dictates across the county.
14.	The post holder will be expected to work outside of normal office hours as required including evenings and weekends.
15.	To hold and maintain a valid first aid qualification to carry out first aid duties as required.
16.	To work in ways that promotes equality of opportunity, participation and responsibility.

PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable
Detailed knowledge of group work skills and principles and of effectively engaging challenging, risky and vulnerable involuntary client group.	A(application) P (presentation) I (Interview)	E	
Ability to advocate, negotiate, and challenge on behalf of young people and their families in a variety of settings for e.g. in the court arena and when accessing resources	A(application) I (Interview)		D
Confidence in communicating with young people and adaptable interpersonal skills, patience and understanding compatible with the	A(application) P (presentation) I (Interview)	E	

needs of all young people in order that young people and their families receive the right support, guidance and you reach them in a way which is effective for the individual.			
Knowledge of Safeguarding and risk management. Knowledge of child development and the current issues that affect young people in today's society.	A(application) I (Interview)	E	
Ability to present group work interventions and train others in accordance with programme principles	A(application) P (presentation) I (Interview)	E	
To be a key team player and work closely with staff members and specialist workers from other agencies, local authorities and organisations	A(application) I (Interview)	E	
To have detailed insight and working knowledge of the Criminal Justice system, a wide range of legislation, policies and procedures in order to effectively support and work with young offenders to achieve positive outcomes and reduce reoffending.	A(application) I (Interview)		D
Expertise and knowledge of group work in key areas on intervention including domestic abuse, Healthy relationships, sexual offending, risk taking behaviours and other cognitive behavioural approaches.	A(application) P (presentation) I (Interview)		D
Must produce prompt, clear records of the performance and behaviour of young people to help monitor their progress in line with Out of Court Disposals, Court Orders and feedback to other agencies.	A(application) I (Interview)		D
To practice in line with YOS policies and procedures to seek to reduce reoffending in young people, to protect the public and to ensure the safety and wellbeing of young people.	I (Interview)		D
Must follow, implement and promote the council's policies and procedures relating to all areas of employment and service delivery	I (Interview)		D
Able to recognise and deal with discrimination in its many forms and willing to actively put the council's equality policies into practice.	I (Interview)		D

Ability to encourage, motivate and at times challenge attitudes and behaviours displayed by young people and their parents/carers.	A(application) P (presentation) I (Interview)	E	
Self motivated;		E	

*A = Application form T = Test/Assessment I = Interview P = Presentation

GENERAL

The postholder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self-service to achieve maximum cost effectiveness.

The postholder is expected to work to the [Lincolnshire County Council Core Values and Behaviours](#) and to carry out the duties in accordance with Lincolnshire County Council policies.

Job Details:

Job Title	Interventions and Group Work Facilitator
Identifier	02418
Director Area	Children's Services
Service Area	Youth Offending
Section	
Date	22/08/2017
Score	396
Grade	Grade 6
Description	

Factor Levels:

Supervision/Management Of People	1
Dispersal Awarded	No
Creativity & Innovation	4
Contacts & Relationships	4
Decisions - Discretion	3
Decisions - Consequences	2
Resources	1
Work Demands	2
Physical Demands	1
Working Conditions	1
Work Context	2
Knowledge & Skill	3