

JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Children's Services

Job Ref Number: 04476

Service Area: Family Adoption Links (Regional Adoption Agency)

Grade: G4

Job Title: Youth Worker (Pan Regional Adoption Youth Support)

PURPOSE OF JOB:

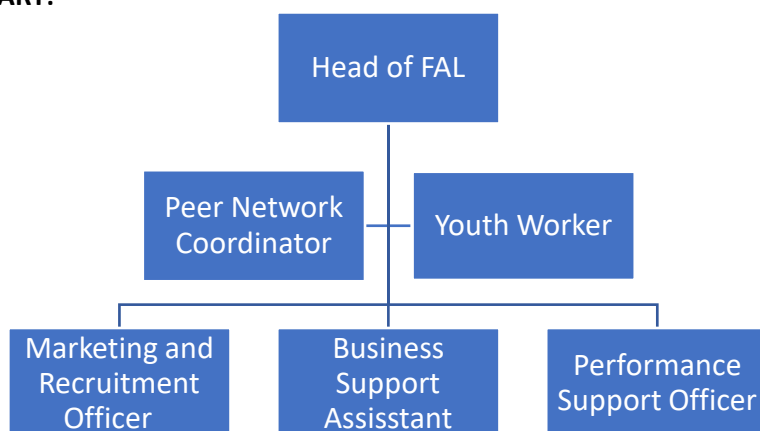
To work directly with adopted young people across a pan-regional footprint covering North Lincolnshire, Lincolnshire and Rutland, Leicester and Leicestershire, and Northamptonshire (Family Adoption Links - FAL) to deliver high-quality youth work interventions that promote emotional wellbeing, identity, resilience and positive social development.

The postholder will ensure that the voice, lived experience and influence of young people is actively sought, embedded and reflected in service design, delivery and evaluation, ensuring meaningful participation is central to all youth work activity.

The postholder will deliver and support structured and informal youth work activities as part of a pan-regional adoption support offer, working both independently and as part of a wider regional team. This includes close collaborative working with the FAL hub, youth workers within Adoption East Midlands (AEM) and FAL partners to deliver consistent, coordinated and high-quality youth work practice across the region.

The postholder will contribute to the planning, delivery, monitoring and evaluation of youth work activity, ensuring practice is evidence-based, outcome focused, and aligned with youth work standards, and that feedback from young people is used to inform continuous improvement and the development of pan-regional priorities and plans.

STRUCTURE CHART:



MAIN DUTIES:

1. Work directly with young people to promote emotional wellbeing, identity development, resilience and social education through youth work approaches.

2.	Deliver structured and informal youth work sessions as part of a planned programme of adoption support activities.
3.	Contribute to the design and delivery of youth work programmes that respond to the needs of adopted and care-experienced young people.
4.	Build and maintain positive, trusting relationships with young people, supporting engagement and participation.
5.	Maintain accurate, timely and confidential records relating to engagement, outcomes and activity.
6.	Take responsibility for monitoring, evidencing and evaluating youth work activity and outcomes.
7.	Work collaboratively with colleagues across the pan-regional partnership to ensure consistent service delivery.
8.	Attend supervision, team meetings, training and development opportunities as required.

PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable
Level 2 Youth Work qualification (or willingness to work towards within 2 years)	A / I		X
Understanding of the needs and experiences of adopted and care-experienced young people	A / I	X	
Understanding of Health & Safety requirements in youth work settings	A / I	X	
Ability to engage and build positive relationships with young people	A / I	X	
Experience of working with young people aged 11–25	A / I	X	
Experience of delivering group-based activities or youth work sessions	A / I	X	
Ability to work independently and as part of a wider team	A / I	X	
Good communication skills (verbal and written)	A / I	X	
Ability to maintain accurate records and contribute to reporting requirements	A / I	X	
Experience of partnership working across services or agencies	A / I		X
Experience of working within adoption, care, or leaving care services	A / I		X
Knowledge of trauma-informed practice or attachment theory	A / I	X	

*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.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Safeguarding -. All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.

Job Details:

Job Title	Youth Worker
Identifier	04476
Director Area	Children's Services
Service Area	Safeguarding
Score	332
Grade	Grade 4

Factor Levels:

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