

## JOB DESCRIPTION & PERSON SPECIFICATION

**Director Area: Children's**

**Job Ref Number: 03552**

**Service Area: Future4Me**

**Grade: G6**

**Job Title: Community & Intervention Worker**

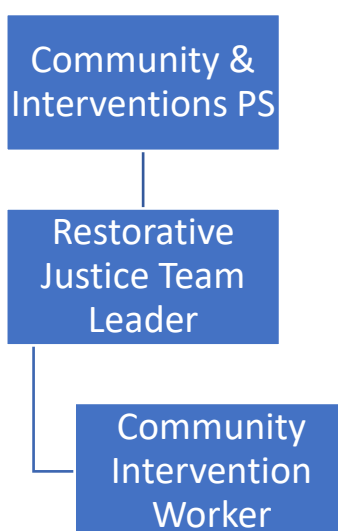
### **PURPOSE OF JOB:**

The primary aim is to engage, support and supervise young people 8-18 who are open to Future4me on a voluntary or statutory basis through a range of high-quality restorative activities and interventions.

Through high quality interventions including one to one, group work, reparation and unpaid work the role will seek to bring resolutions to victims and communities and to effectively safeguard, prevent first time entrants into the criminal justice service and contribute to reducing offending amongst children and young people in Lincolnshire.

Using a strength based and relational approach to enable young people to access a range of opportunities enhancing their personal and social skills with a strong focus on education and employment resulting in identifiable positive outcomes

### **TEAM STRUCTURE:**



### **MAIN DUTIES:**

- |   |   |
|---|---|
| 1 | Working directly with young people (8 – 18) to develop their personal, social and functional skills by engaging them through the provision and delivery of community-based activities and interventions through 1-2-1 and group work approaches.                            |
| 2 | To develop, deliver and adapt activities and interventions based on the identified needs of young people (8-18) that incorporate restorative justice principles seeking to provide genuine benefit to victims and local communities to repay for the harm caused to others. |

3	To be responsible for the supervision of individual and/or groups of young people who may present attitudes and behaviours that challenge whilst undertaking activities/interventions. To manage group dynamics, interactions and conduct to address risk and support effective engagement of young people
4	To liaise and work collaboratively with case managers, parents/carers and other professionals, in relation to planned activities, progression and barriers to engagement for young people particularly around areas of compliance
5	To complete Health and Safety actions as requested in line with LCC Health and Safety policy including risk assessments, checks of tools and transport (Minibus), ensuring first aid kits and supplies of personal protective equipment are maintained and appropriate for the reparation task. To carry out dynamic risk assessments on reparation placements when used
6	To work with the Restorative Justice Team Leader in seeking out opportunities to work with community partners in developing new reparation placements
7	To provide timely and appropriate recording of information on the relevant platform in respect of the work undertaken with young people ensuring it is accurate and up to date working to deadlines and requirements in line with the relevant local and national guidance and standards
8	To assist in work familiarisation and development of relief workers, peers, and volunteers by supporting on the job shadowing opportunities, providing guidance and advice on areas of their work. To participate in awareness raising events when requested
9	Engage in relevant training in order to maintain knowledge and skills; understanding and awareness of safeguarding; risk management; youth justice; and effective work with young people to maintain high standards in the role and to facilitate professional advice and support to others.
10	To hold and maintain a valid first aid qualification to carry out first aid duties as required.
11	To attend and contribute to regular team meetings, locality meetings and other events as required. To participate in regular supervisions and appraisals with your line manager.
12	The post holder will be expected to work outside of normal office hours as required including evenings and weekends.
13	To work within policies, practices and procedures of Youth Justice and Children's Services Directorate. Remain up-to-date and compliant with all relevant legislation, organisation procedures and policies relating to the role.
14	To deliver excellent customer service incorporating the county council's equality and diversity of opportunity, participation and responsibility objectives and supporting the council to achieve best practice in all it delivers. Creating a positive image of the county council as an employee.
15	To work with the Restorative Justice Team leader to make best use of the resources available for the delivery of activities and interventions
16	The post holder will be expected to relocate to other office locations as workload dictates across the county.

**PERSON SPECIFICATION**

Requirements	Where identified*	Essential	Desirable
Have relevant experience of supporting/working with young people in group and/or 1-2-1 settings including those vulnerable and at most risk	A(application) P (presentation) I (Interview)	E	
Experience of planning and delivery of activities and interventions to young people	A(application) P (presentation) I (Interview)	E	
Confidence in communicating with young people, professionals, colleagues and communities that responds to need and supports positive relationships	A(application) P (presentation) I (Interview)	E	
Knowledge of safeguarding and risk management to support a commitment to health and safety of staff and service users	A(application) I (Interview)	E	
Knowledge of the current issues that affect young people in today's society 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	A(application) P (presentation) I (Interview)		D
Ability to encourage, motivate and at times challenge young people and their parents/carers to achieve sustainable change.	A(application) P (presentation) I (Interview)		D
ICT skills to enable prompt, accurate and clear recording of the engagement and achievements of young people to help monitor their progress in line with service requirements	A(application) I (Interview)		D
To practice in line with Children's Services policies and procedures to seek to reduce the risks to young people and communities and to ensure the safety and wellbeing of young people.	A(application) I (Interview)		D
Be a key team player and work closely with colleagues and professionals from other agencies, local authorities and organisations	A(application) I (Interview)	E	
Able to recognise and deal with discrimination in its many forms and willing to actively put the council's equality policies into practice.	A(application) I (Interview)		D
Current driving licence/ability to travel across the county	A(application) I (Interview)	E	
A range of practical skills such as gardening, DIY, painting to	A(application) I (Interview)		D

Organisation and administrative skills to enable effective management of appointments and calendar	A(application) I (Interview)		D
*A = Application form      T = Test/Assessment      I = Interview      P = Presentation			
<p><b>GENERAL</b></p> <p>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.</p> <p>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.</p> <p><b>Other Duties</b> - 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.</p> <p><b>Safeguarding</b> -. 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.</p>			

**Job Details:**

<b>Job Title</b>	Community & Intervention Worker
<b>Identifier</b>	03552
<b>Director Area</b>	Children's Services
<b>Service Area</b>	Youth Offending
<b>Section</b>	Future4me
<b>Score</b>	398
<b>Grade</b>	Grade 6

**Factor Levels:**

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