

JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Children's

Job Ref Number: 02593

Service Area: Adolescent Risk Taking Behaviour

Grade: G9 (click [here](#) for value)

Job Title: Senior Community & Intervention Worker

PURPOSE OF JOB:

To provide advice and guidance within their area of expertise and to develop and support the team in improving outcomes for vulnerable adolescents. Assist as appropriate with:

- providing an integrated approach to performance management, quality standards and service delivery
- embedding new ways of thinking and working
- developing and maintaining strong, positive working relationships with commissioners, their teams/partners and across service areas as appropriate

The primary aim of the role is to provide day to day leadership, advice and guidance, and to develop and supervise a team of Positive Futures Community Sports workers, activity workers, volunteers and apprentices who co-ordinate a localised programme of activities for young people aged 8-24 across targeted areas of Lincolnshire.

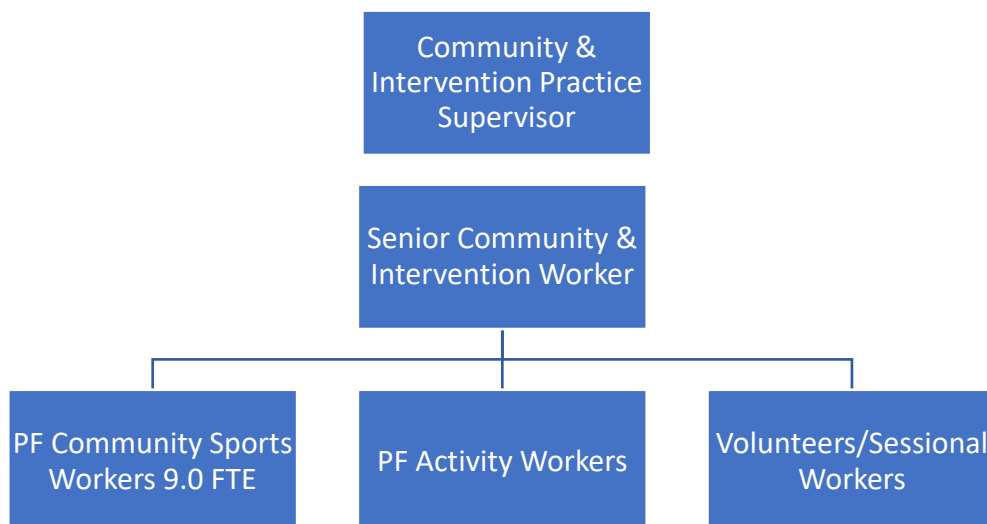
The primary aim is to reduce the number of substance misuse related incidents and associated anti- social and offending behaviour and to engage children and young people in appropriate sustainable community diversionary activities in providing targeted interventions with children, young people and their families who are considered at risk of poor outcomes.

This will include the provision of one to one support for young people at risk of family breakdown, entering the criminal justice system or eviction from supported accommodation and young people engaging in adolescent risk taking behaviour.

Supporting the development of integrated Children's Services and working closely with professionals from a range of support agencies to support young people in their communities and promoting the development of evidence based practice.

To continuously look for synergies and efficiency savings across area of responsibility, acting as a key link for any relevant commissioned or monitored services.

The post holder will be expected to deputise for colleagues in ensuring there is a range of positive activities to meeting the needs of young people and victims across Lincolnshire.

TEAM STRUCTURE:**MAIN DUTIES:**

1	Supervise a team of positive futures practitioners to undertake a range of duties to ensure positive outcomes for young people are achieved, regularly reviewed and met in accordance with plans and timescales. To manage day to day performance, offer regular supervision and performance appraisals.
2	To manage own time and deliver objectives and targets ensuring the development of professional practice and updating personal knowledge of local and national initiatives. This can include autonomous working as a requirement of the delivery of services. Requirement to work evenings and weekends as required
3	Providing day to day leadership as appropriate to deliver the agreed priorities, working collaboratively with commissioning teams. Coach/mentor teams/colleagues as appropriate to embed new ways of thinking and working.
4	Ensure effective performance management to deliver outcomes in line with service delivery targets. Monitor performance of delegated staff and compliance with performance targets, effective use of own time and co-operative working with stakeholder partners. Liaise with other support agencies as necessary.
5	Operate frameworks for Quality Assurance, using agreed appropriate performance standards and review processes with commissioners, and monitor delivery against commissioned requirements. Support and monitor the development of quality intervention and excellent standards through quality audits, observation of practice etc
6	Look to continuously improve services in area of responsibility, identifying Where possible, value for money savings and managing within allocated budgets
7	Remain up to date and compliant with all relevant legislation, organisational procedures, policies and professional codes of conduct in order to uphold standards of best practice.
8	Support managers within Children's Services in the delivery of operational objectives, plans and targets and to review and monitor these to improve team / directorate policy by operating effectively as a member of the Children's Services Directorate
9	Act as a role model to staff and young people- ensuring everyone is committed to raising aspiration and achieving the best outcomes for young people.
10	Provide expertise in the delivery of sporting activities, in line with nationally recognised

	coaching standards and ways of engaging hard to reach young people.
11	Work collaboratively with others to ensure a range of positive sporting activities are available county wide to engage young people who access those services as part of a statutory intervention or within universal services.
12	Ensure the way in which resources within the area of responsibility are managed reflects the agreed culture and style and standing orders of the County Council
13	Ensure that all relevant health and safety considerations are in place to ensure young people, staff and volunteers can set up and use a range of specialist equipment and engage safely in a range of sporting and challenging activities
14	Ensure young people have access to educational/coaching/ volunteering opportunities through accessing sport to motivate and encourage them to develop beyond the range of activities offered.
15	To continually look for innovative opportunities to increase participation and engagement of hard to reach groups in sport and positive activities.

PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable
QUALIFICATION/EXPERIENCE			
Relevant JNC/NVQ/VRQ 3 or equivalent Professional qualification	*A	*	
A nationally recognised coaching qualification	*A	*	
Three years practice experience in a Children's Service or Early Help field.	*A	*	
SKILLS			
Ability to build and sustain relationships with children, young people and families as well as key stakeholders and colleagues.	*A/I	*	
Knowledge of the barriers, issues and influences affecting "at risk" young people and experience of working with systems for referral, identification of need etc	I	*	
Relevant experience of working with young people, who may be vulnerable in a professional capacity.	*A/I	*	
The ability to work under pressure with many conflicting priorities	I	*	
An understanding of the challenges of working in a political environment	I		*
An understanding of the legislation, policy and procedures relating to working with children within statutory and universal settings	*A/I		*
The ability to inspire, motivate and	I	*	

influence hard to reach young people in order to achieve the best outcomes			
Ability to establish and sustain working relationships with key staff in Children's Services,	I	*	
Effective communications skills and the ability to engage with a wide range of stakeholders, senior managers, partner agencies and children and young people	*A/I	*	
Ability to work innovatively and autonomously – ensuring service delivery is in place across Lincolnshire and delivered at evenings and weekends	*A/I	*	
Ability to manage performance, demonstrating the achievement of key outcomes to satisfy a range of stakeholders and commissioners	I	*	
Knowledge of the issues impacting on adolescents – substance misuse, offending behaviour and anti- social behaviour	*A		*
Committed to the provision of a service based on equality of opportunity, inclusion, partnership and co-operation.	I	*	
Understanding of ethical issues surrounding work with children, young people and families (e.g. boundaries of confidentiality, child protection, equal opportunities	I	*	
Able to reflect on own practice and with a positive approach to own professional development			
Ability to demonstrate a creative and reflective approach to the design and delivery of engagement activities and interventions both in groups and one to one.	*A	*	
The specific knowledge, skills and abilities required with vary depending on the needs of the role. Specific posts may necessitate advanced specialist knowledge and skills. Post holders should be comfortable working with ambiguity and uncertainty.	*A	*	
Current driving licence	*A	*	
Due to the sensitive nature of the position, the postholder is required to have the utmost discretion	*A	*	

*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.