



# JOB PROFILE

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<b>Post Title:</b>	Youth Connect Worker
<b>Portfolio:</b>	Health & Social Care
<b>Responsible to:</b>	Team Manager – Children & Families
<b>Responsible for:</b>	None
<b>Grade:</b>	Band D

## Job Purpose

To engage, support and empower children and young people—particularly those at risk of offending, involved in the criminal justice system, or experiencing safeguarding concerns—to help children make positive, safe choices, reduce risk-taking and offending behaviours, and achieve improved outcomes.

The role combines **targeted youth work with criminal justice diversion interventions**, working in partnership with families, schools, social care, police, probation and community organisations.

## Main Duties and Responsibilities

1. Work within all policies, standards and practices of Children's Services.

## Key Responsibilities

### Youth Work

- Build trusting, professional relationships with young people through outreach, centre-based and community-based work.
- Deliver group sessions, informal education, and personal development programmes (e.g. healthy relationships, substance use, emotional wellbeing, independent living).
- Identify needs early and provide targeted support to reduce exploitation, exclusion, missing episodes, substance misuse, or mental health concerns.
- Encourage young people's voice and participation in service design and local decision-making.
- Promote equality, diversity and inclusion in all youth work practice.

### Youth Diversion Work

- Work directly with children and young people subject to the youth diversion scheme, at risk of offending and or other statutory / criminal interventions.
- Deliver evidence-based 1:1 and group interventions focused on:
  - Reducing offending behaviour



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- victim awareness and restorative practice
- managing peer influence
- emotional regulation
- education, training, and employment
- Support the completion of social work and risk assessments within the wider social care framework for assessment,
- Contribute to high-quality intervention planning and risk management plans (including safety & wellbeing and risk of harm).
- Participate in multi-agency forums such as risk panels, strategy discussions, MAPPA (where appropriate), and child planning meetings.
- Support young people involved in the criminal justice system to reintegrate into school, employment, and community life.

## **Safeguarding and Risk Management**

- Identify safeguarding concerns and respond in line with statutory guidance and local procedures.
- Contribute to risk assessments around exploitation, missing episodes, peer conflict, substance misuse, or risk of serious harm.
- Work collaboratively with Social Care, Police, Education, Probation Service and the community to keep young people safe.

## **Partnership and Multi-Agency Work**

- Maintain strong partnerships with families, schools, community organisations, health services, and police.
- Advocate for young people whilst ensuring accountability for behaviour and compliance with any police / court-ordered requirements.
- Promote positive community relations and support local initiatives to reduce youth crime and antisocial behaviour.

## **Recording, Monitoring and Evaluation**

- Maintain timely, accurate records and assessments within the service's case management system.
- Track progress against intervention plans and support the evaluation of service impact.
- Contribute to performance returns, quality assurance, and inspection preparation.



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2. Participating in training, supervision and team meetings.
3. Promote ethically sound practice, including equality of opportunity and anti-oppressive practice.
4. To undertake health and safety duties commensurate with the post and/or as detailed in the Directorate's Health and Safety Policy.
5. To participate in emergency response arrangements as directed by the Emergency Planning Team or designated officer.

## **Special Conditions**

- Dealing with irate people/clients who can be violent/threatening.
- Work flexibly dependant on service need including regular planned evening and weekend working.
- Occasional on-call duties outside of usual working hours including evenings, weekends and public holidays

This job profile is not an exhaustive list of duties and responsibilities. There may be other ad hoc duties that fall within the remit of the role that the job holder may need to complete. In addition, the job holder will be required to carry out any other reasonable duties as requested which are commensurate with the grading and level of responsibility for the role.



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## Core Competency Framework

Competency	Level
<b>Professional Development:</b> Required professional competency standards met.	ii
<b>Planning &amp; Delivery of Work:</b> Work is delivered on time, efficiently and to the required quality standards with clarification sought when necessary and relevant parties kept up to date on progress.	ii
<b>Analysis and use of Information:</b> Accurately records information and shares relevant updates with Social Workers and the wider team. Uses information appropriately to support day-to-day work with families.	iii
<b>Decision Making:</b> Makes appropriate decisions within the boundaries of the role. Recognises when to seek advice, guidance or escalate concerns to a qualified Social Worker or manager.	iii
<b>Working with Others:</b> Works effectively as part of a team, supporting Social Workers and collaborating with other professionals. Builds positive working relationships with children, families, colleagues and partner agencies.	iii
<b>Communication:</b> Communicates clearly and respectfully with children, families and professionals. Produces clear, factual written records and shares information appropriately.	iii
<b>Influencing and Persuading:</b> Team player, receptive to constructive feedback and seeks clarification when necessary. Confident in expressing difference of opinion in a constructive manner.	ii
<b>Dealing with Change:</b> Flexible, adaptable and receptive to any change initiatives. Will support colleagues in understanding and embracing change by focusing on benefits to self and others	ii
<b>Continuous Improvement:</b> Willing to learn and develop self and team in job role to work efficiently	ii
<b>Managing Resources:</b> Works within appropriate guidelines and capable of dealing with varied situations with limited guidance.	ii



## PERSON SPECIFICATION

Criteria	Essential / Desirable	Application Form	Selection Process
<b>Qualifications:</b>			
GCSE or equivalent in English Language at Grade C or above.	E	✓	
Qualification in Social Care or Youth Work at a minimum of Diploma level, or willing to work towards.	E	✓	
Valid Driving Licence Class A	E	✓	
Recognised qualification in Counselling	D	✓	
<b>Knowledge &amp; Experience:</b>			
Whilst no formal experience is required, the candidate will need to show evidence of understanding the issues experienced by children, young people and families	E		✓
An interest/participation in some aspects of your local community is also useful.	E	✓	✓
Experience in general administrative skills is necessary.	E	✓	✓
Experience of working with vulnerable people and supporting others.	E	✓	✓
Previous experience in report writing	E		✓
Knowledge and understanding of relevant legislation	E	✓	✓
Capacity to absorb legal/procedural information	E		✓
<b>Skills and Abilities:</b>			
Strong observation, analytical and listening skills	E		✓
Intermediate IT skills in Word, Excel and Database	E	✓	✓
Will need to have excellent written and verbal communication and interpersonal skills to communicate at all levels	E		✓
Good interviewing skills	E		✓
Ability to negotiate/mediate/interpret on behalf of children and their families	E		✓



## PERSON SPECIFICATION

Ability to present information accurately and in a clear and concise manner when attending meetings and any other formal environment	E		✓
Good organisation skills	E		✓
Must be willing to engage in training and obtain relevant qualifications required as the role develop	E		✓
Good people management skills with the ability to relate to all types of people in difficult and sensitive situations	E		✓
Ability to maintain high level of confidentiality as the post holder will have access to highly sensitive, private and contentious information	E		✓
Ability to empathise, engage with and form relationships with people of all ages in difficult and sensitive situations	E		✓
Ability to work under pressure and prioritise workloads to meet deadlines, with good organisational skills	E		✓
Ability to use creative thinking when supporting with the developing care plans to suit the circumstance and individual	E		✓
Patience and the ability to remain calm in a crisis	E		✓
Resilience and flexibility to adapt to new roles, tasks and situations	E		✓
Empathy, combined with a genuine desire to improve the quality of the lives of children and their families, as is the ability to think on your feet and make difficult decisions under pressure	E		✓
<b>Other:</b>			
Self-motivated	E		✓
Good team player	E		✓



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Ability to apply objective judgement	E		✓
Responsive to change			✓
Innovative and creative when supporting with the delivery care plans and other areas of support	E		✓
Willingness to work flexibly including regular evenings and weekends	E		✓
Committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults.	E		✓
Contribute to a positive working environment ensuring commitment to equality and diversity.	E		✓

### Our Values

#### FAIRNESS

We act as role models and have fair and consistent standards. We champion equality, inclusion and respect.

#### INTEGRITY

We communicate openly and we are honest, accountable and ethical.

#### TEAMWORK

We work together and we support each other.

### Professional or Career Progression Cadre Competency Framework

*Add in here a Professional or Career Progression Cadre competency framework or reference an Appendix A and append details.*