



Wellbeing Lead Youth Worker

Full time, 37.5 hrs/week

Salary Range – NJC Pt 13-18 (£28,163 – £30,559), plus 5% pension contribution

Contract – permanent

We are looking for an experienced youth worker to join our team and lead our work supporting positive wellbeing in young people. The ideal candidate will have a passion to see young people thrive, be creative and driven in their approach to leading and developing activities and have experience of working with young people in multiple settings.

Working within Emerge's relational approach, this role will:

1. **Lead and deliver a range of wellbeing focused youth work** activities across the Emerge Community Hubs through group work, 1-2-1 support and additional content within existing activities.
2. **Inspire, train and enable the Emerge team** to continuously develop and improve our work to support positive wellbeing in young people.
3. **Engage and connect with** young people through building sustained and positive relationships within our wider community and schools-based work.

The ideal candidate will be highly effective in building positive relationships with a broad range of individuals and able to communicate effectively with young people, colleagues and partners in a variety of contexts. There is some flexibility in the final balance of elements of this role. We would therefore be glad to hear from candidates with strengths in just some areas of the job description.

Emerge is a youth work charity that has worked alongside young people for 30 years in some of the most disadvantaged wards in Bradford. Our goal is to reach the most marginalised and inspire lasting positive change.

Further information including the Job Description and Person Specification is available at www.emergeonline.org.uk/emerge-vacancies

To apply please email your CV and a letter of application to info@emergeonline.org.uk
Your letter of application should outline how your skills and experience meet the Person Specification and will enable you to fulfil the Job Description. Your application will not be accepted without both your CV and a letter.

If you would like an informal conversation about the role, please ring 01274 660244 or email to arrange this.

Closing date for applications – 12 noon, Tuesday 17th June
Interview and selection day – Wednesday 25th June (provisional)



Wellbeing Lead Youth Worker

Background Information

Emerge is a young people's charity which has been working in the estates and inner-city areas of Bradford for 30 years, mainly in the BD4 communities of East Bowling, Sutton/Laisterdyke, Bierley and Holme Wood.

Our vision is to inspire lasting positive change in the lives of young people, aiming towards personal growth, better physical and mental wellbeing, positive engagement in education and to actively transform the communities we live and work within. Many young people in our communities' struggle to overcome the significant challenges created by financial and social poverty leaving them vulnerable to educational exclusion, poor mental health, exploitation and a future limited by circumstances. We refuse to accept that things cannot change, so we are committed to working towards personal and community transformation.

We believe that a relational and holistic approach makes the greatest difference to an individual. We aim to meet young people in multiple settings including open-access community youth work (sports, social action projects, leadership schemes), school-based work (mainly 1-2-1 interventions aimed at removing social/emotional barriers to learning) and some more targeted or referral-based programmes.

Our schools-based work with young people takes place through contractual arrangements with individual schools who use Emerge to support young people who find themselves struggling within school, often for social/emotional reasons include dealing with grief, anxiety or friendship struggles. Our work aims to address any specific needs while building resilience, self-esteem and the socio-emotional skills which help young people navigate future challenges. We also have a stream of our schools work which specifically supports Looked After Children.

Our community-based youth work is mostly an open, universal service, funded through a range of grants and trusts based income. We work in four community hubs, aiming to have a full programme of activities available within each community which is accessible to all young people.

This role

The role of Wellbeing Lead Youth Worker is partly funded by grants focused on developing positive wellbeing in young people and supporting young people to address some issues of poor mental health. As such, the 'hands-on' delivery of activities with young people is of primary importance within the role. We also want the role to develop our practice in this area across the whole organisation, enabling the impact of the role to be much wider than just the activities you will lead with young people.

The wellbeing focused funding does not support the whole role meaning the successful person will be involved in a range of our other activities ideally across both community and schools provision. There is some flexibility to define the exact balance of the role around the skills and experience of the successful candidate.



JOB DESCRIPTION – WELLBEING LEAD YOUTH WORKER

Post Title: Wellbeing Lead Youth Worker
Responsible to: Leadership Team member - TBC

PURPOSE OF POST

1. **Lead and deliver a range of wellbeing focused youth work** activities across all of the Emerge Community Hubs through group work, 1-2-1 support and additional input to existing activities.
2. **Inspire, train and enable** the Emerge team to continuously develop and improve our work to support positive wellbeing in young people across all activities
3. **Engage and connect with** young people through building sustained and positive relationships within constructive activities.
4. Work with the wider team to **support and lead engaging activities** with young people across our Community Hubs, running sessions and programmes as requested.
5. **Support identified young people in schools**, working with a caseload of young people in one or more schools mainly through 1-2-1 support.

ROLE SPECIFIC RESPONSIBILITIES

1. Lead and deliver a range of wellbeing focused youth work

- Develop new sessions within our Community Hubs which support young people struggling with poor wellbeing, low mood, anxiety and isolation/loneliness
- Support our existing programme of single gender groups and expand it where possible to ensure these support the positive wellbeing agenda of this role.
- Deliver wellbeing focused 1-2-1 support and mentoring for young people referred to us by external agencies, or self-referred.
- Follow up on external referrals and internal invitations of young people to attend groups and ensure their full involvement in the most relevant provision.
- Ensure the programme content works to achieve strong outcomes for young people as agreed with funders.

2. Inspire, train and enable the wider team

- Champion the development of positive wellbeing in young people across all of Emerge's work with young people.
- Source and develop training for our team to develop our awareness of mental health and wellbeing issues and improve our practice within this theme.
- Develop a flexible curriculum and programme content which can be used in a variety of our settings by Emerge youth workers.
- Develop partnerships and links which support the development of our wellbeing support of young people.
- Support the development of our monitoring and evaluation work as an organisation to ensure it helpfully captures positive wellbeing changes.



3. Engage with young people through a relational approach

- Establish positive and meaningful relationships with young people through all contexts of our work.
- Work to identify as part of the team, young people who are particularly vulnerable and/or at risk to support their positive engagement in activities.
- Be a visible presence through sessions, activities, meetings and networking; promoting our work whenever possible to young people families and community members.
- Where we don't have appropriate activities/programmes for individuals, signpost young people towards other opportunities within other organisations.

4. Support a wider range of positive activities with young people, leading when appropriate

- Support other youth work activity in one or more Hubs to create a rich and varied programme of activities. This may include general open youth work, group activities, our social action programme and our holiday activities.
- Use your wider areas of interest to add to our youth work offer, linking your interests to the needs and interests of young people.
- Support activity development through informal consultation and listening to young people and involve young people in developing our day to day work and decision making.
- Support young people in all contexts you meet them to fully engage with our activities/programme and best see impact within their lives.

5. Work with young people in schools through an intervention approach

- Build and maintain positive relationships with young people referred to our school support, mainly through 1-2-1 contact, inspiring them to thrive by tackling identified issues and building personal strengths.
- Contribute to successful school partnerships through high quality professional work with young people and productive communication with school staff when required.
- Contribute to the design and delivery of our programmes and resources in schools and support the growth of our contracts in schools.
- Where possible, work to enable a 'wrap around' offer for young people (in and out of school), attending with, or signposting young people into, our own youth work programmes or those of other agencies.

GENERAL RESPONSIBILITIES

Administration

- Maintain full records of young people's attendance and progress using Lamplight, ensuring that information required for funders, schools and other stakeholders is recorded accurately.
- Contribute to meeting the reporting requirements of all funders and schools relevant to your work through case studies and questionnaires with young people, contributing to written reports as requested.
- Take part in wider impact measurement requirements to help emerge develop our understanding of the impact we have with individuals. Use this work to evaluate your own work so we are constantly improving our practice.
- Keep records and receipts of monies spent, making sure you do this according to procurement policies and procedures and within any budgets you have for your work.
- Keep logs of incidents/information pertaining to all sessions as required.
- Respond to the relevant policies & procedures where directed.



Management and Coordination

- This role does not involve the formal line management of other staff.
- Co-ordinate and organise staff and volunteers whenever you are the leader of a session/project to ensure that everyone knows what is expected of them, that the team works well together and that you achieve your aims and goals.
- Lead other by example and through training and support within the specialist theme of wellbeing, inspire better youth work practice wherever possible.
- Ensure that all staff and volunteers involved in your area of work are aware of safe working procedures within your sessions and can work effectively within policies.
- Co-ordinate with your line manager on work practicalities including annual leave; training opportunities, programmes, targets, and other relevant issues.
- Make good use of line management sessions to develop your work and to develop yourself as a youth worker.

Policies and Procedures

- Work within all Emerge policies, including Equal Opportunities, Health and Safety, Child Protection and Safeguarding and ensure all your youth work adheres to policies.
- Actively inform the development of policies in all areas of youth work through staff meetings and training.
- Ensure a safe and supportive environment for all participating young people.
- Write specific risk assessments for all activities to be undertaken in your area of work, and ensure they are kept up to date.

Organisational and Team responsibilities

- Motivate colleagues (including students and volunteers) in the development of an effective working team.
- At times you will be required to work flexibly as part of the wider team, occasionally covering for colleagues during sickness and/or annual leave.
- All members of staff are expected to take an active part in regular team meetings and to be involved in creative organisational development. This may mean taking on special responsibilities within the organisation in line with experience and skills.
- Meet with your line manager for regular supervision/line management, attend and contribute to staff meetings, local team meetings and other relevant groups and attend annual staff training and away days.
- Work with your Line Manager to plan your personal development and training and take a proactive approach to putting this into practice.
- Promote the wider work of Emerge where relevant.

LEVEL OF CONTACT WITH CHILDREN & YOUNG PEOPLE

Any worker fulfilling this post will be subject to full safeguarding recruitment procedures and checks including a DBS check and references.

	DATE:	INITIALS:
Last Amended:	May 2025	AS



Wellbeing Lead Youth Worker Person Specification

Our experience shows us that people come to youth work through range of different routes, so our Person Specification is intentionally broad. We understand that most people will only meet some of the detailed criteria below, but applicants should be able to evidence the following core attributes from previous work experience:

- **Evidenced experience** of enabling positive change in the wellbeing of young people.
- **A passion to see young people thrive** – someone who is at their best when with young people and who has the skills to engage those from a wide variety of backgrounds.
- **A creative and flexible thinker** – someone who is creative themselves, but also willing to listen to young people and colleagues to build excellent youth work.
- **A clear-thinking individual able to take initiative** – someone who can manage a varied set of priorities, is self-starting and positively driven in their approach.

The above should therefore be reflected in some or all the following:

Education and training

- Training and qualifications in youth work or related people focused field.
- Good standard of general education demonstrated through an ability to communicate effectively in various forms, particularly speaking, listening and writing clearly.
- Practical training in topics relevant to wellbeing and mental health of young people.

Experience

- A wide experience of working with young people in a variety of settings which must include some community-based youth work.
- Experience of supporting young people with poor mental health.
- Experience of working in schools and supporting young people in 1-2-1 settings.
- Experience and understanding of working (and/or living) within an urban community.
- Experience of working within the voluntary sector and knowledge of how the sector works.
- Experience of working towards set outcomes and delivering targets within a project.
- Experience of leadership of projects large or small, and of leading other people in volunteering or paid roles.

Skills

- Excellent communication skills, including speaking and listening with people in different contexts, and the ability to communicate clearly through written formats. This should include competence in using PC's and Office software as a minimum.
- High levels of organisation and personal time management – able to be efficient and effective with administration.
- Self-motivated and able to take initiative – able to see what needs to be done, and get on with it, while still knowing when to ask for direction and support.
- The ability to drive and use of a car as this role will be spread across multiple locations.
- Able to put young people first and therefore be flexible with your time and work hours.