



Job Description

Job Title: Senior Youth Worker
Contract: Full-time
Salary: £30,000 - £32,000 per annum <i>depending on experience</i>
Department: Intervention Department
Reports to: Head of Intervention Department
Responsible for: Hounslow Youth Work Projects

Brentford FC Community Sports Trust ("Trust")

BFCCST, established in 1987 is an award-winning charity with an annual income approaching £2m. Working with key partners across the private, public and voluntary sectors it has achieved numerous accolades, including winning Football League Community Club of the Year award on four separate occasions. The Trust delivers programmes spanning sports participation, education, social inclusion, community cohesion and healthy lifestyles.

The Trust is currently under-going significant expansion following its appointment as a key partner in the £14m sports hub redevelopment of Gunnersbury Park and its move to new, larger, purpose-built premises directly adjacent to the new Brentford FC 17,500 capacity stadium at Lionel Rd near Kew Bridge.

Main Purpose of Job

To lead and manage all aspects of the Hounslow Youth Work programme. This includes Outreach and Detached Youth Work (using sport and other activities), Universal Programmes and Holiday provision.

Responsibilities

1. Leading in the management of Brentford FC Community Sports Trust’s Hounslow Youth Work programmes to ensure key deliverables and KPIs are achieved in line with strategy.
2. Working with the Head of Department to develop strategy that inspires and supports Hounslow Young People
3. Leading on all aspects of delivery including programme design, planning, risk management and face to face / online sessions.
4. Line managing and developing approximately eight part time/casual youth work staff including staff supervision, to ensure KPI’s are met and positive outcomes for Hounslow young people are achieved.
5. Working alongside the Communities Engagement Manager to develop a cohesive and comprehensive offer of engagement through youth clubs and sports/activity outreach programmes, leading to personal development and social education for Hounslow Young people
6. Building positive working relationships with key partners including local community groups, venue providers and activity partners to assist with achieving targets.





7. Supporting local voluntary / community groups working with young people, to create a collaborative approach for supporting Hounslow Young People
8. Working alongside partners such as the police, Youth Offending Team and the Community Safety Team to assist with targeted work across the Borough
9. Working with other Trust staff and partners to provide suitable progression routes and positive pathways for young people
10. Oversight of processes and systems to track outcomes and progression for young people, including the Trust's VIEWS database.
11. Supporting budgetary management alongside Head of Department
12. Supporting the development of a fundraising strategy for youth work within the Trust
13. Working in partnership across all Trust projects ensuring clear lines of communication are maintained with relevant Senior Managers.
14. Representing the Trust on local strategic networks and steering groups. These may include networks where wider Trust perspectives are required.
15. Other appropriate tasks as designated by the Head of Department.

Key Internal Relationships

- Head of Intervention Department
- Lead Communities Engagement staff
- Lead staff in all Intervention Department Projects
- Youth Work project staff
- Social Education and Health Hub team
- Volunteer Co-ordinator
- Safeguarding Team

Key External Relationships

- Hounslow Council Youth Service Commissioners
- Project Partners – community venues, voluntary / community youth work providers
- Key Hounslow schools
- Hounslow Youth Offending Team
- Police / Community Safety





General Trust Accountabilities

- To ensure compliance with all relevant policies, including health and safety and safeguarding policies, particularly around compliance with current Covid 19 procedures and regulations.
- To ensure compliance with all relevant legal, regulatory, ethical and social requirements
- To build and maintain good working relationships both internally and externally, maintaining a professional image at all times when representing Brentford FC Community Sports Trust
- To keep confidential any information gained regarding the Trust and its personnel
- To maintain a flexible approach to work at all times

Role Specification

Essential

1. Previous experience of leading successful Youth Work programmes including programme design, planning, budgeting, risk management, delivery and achieving KPI's / targets.
2. A recognised qualification in Youth Work
3. A high level of understanding of Safeguarding, Health and Safety, and current Covid 19 risks in relations to working with young people in a wide range of indoor and outdoor settings.
4. Experience of building, leading, developing and line managing a team of Youth Workers and Engagement staff (Sports Coaches, Dance Tutors, Drama Teachers etc) across a wide range of sessions
5. Experience of personally delivering high quality youth work with the ability to act independently with confidence
6. A commitment to young people's personal development and participation, and an ability to deal calmly and effectively with emotional or challenging situations
7. Excellent interpersonal and communication skills
8. An ability to build relationships and to work alongside key partners such as local voluntary groups as well as the Police, Youth Offending and Community Safety Teams
9. An understanding of Hounslow as a Borough and a commitment to working in Outreach and Detached Youth Work settings, as well as place based programme settings
10. Proven ability to organise your own work, meet deadlines and adapt to changing circumstances, sometimes under pressure
11. Excellent organisational and co-ordination skills
12. Ability to write clear and concise reports that can be delivered to external stakeholders

Desirable

1. Previous experience of creating a Youth Work strategy

Personal Qualities:

1. Ability to work to deadlines and time-manage effectively
2. Ability to think creatively around problem solving and strategy
3. Ability to work effectively with others and cooperate with colleagues at Brentford FC Community Sports Trust





4. Behaviour consistent with creating a child-focused, open environment in which young people feel valued and empowered.
5. Commitment to equality, diversity and inclusion, challenging discrimination and creating environments of respect and trust.
6. Ethical standards and behaviour consistent with a caring/education role in a charity organisation.

The Appointment

The appointment will be full time and is available immediately upon the receipt of two acceptable references and the submission of an enhanced Criminal Records Check to the Disclosure and Barring Service (DBS). The appointment will be confirmed upon receipt of the DBS check.

To Apply

Send a copy of your **up to date CV and a comprehensive covering letter** detailing your suitability for the role to:
vnowak@brentfordfcst.com

The closing date for applications is Thursday 10th December 2020

