



Homes for Haringey

### **Youth Development Worker**

**£28,524 - £30,603 pro rata (pay award pending) plus final salary pension**  
**One year fixed term contract (part time, 3 days per week 21.5 hrs)**

Homes for Haringey is a new organisation with an exciting future.

Building on our successful 2007 Audit Commission inspection, we want to deliver nothing less than excellent services to our customers. Work has already begun on a £200m investment programme that will kick-start the transformation of 21,000 homes across this diverse north London borough.

We are looking for a highly motivated individual to join our Resident Involvement Team which is focused on consulting and involving residents and responding to their views.

As a Youth Development Worker you will work primarily with young people on the Campsbourne Estate in the Hornsey area to deliver projects that help young people to improve their education and work prospects. The challenge will be to assist young people to use local services and activities more effectively and improve involvement with Homes for Haringey, Council departments, voluntary and community groups

The successful candidate will have:

- experience working with young people in a demanding environment
- the ability to develop and maintain effective partnerships with a wide variety of external and internal partners
- a commitment to local community involvement

This post is exempt from the Rehabilitation of Offenders Act (1974 as amended in 1986). This post will require an enhanced level clearance with the Criminal Records Bureau (CRB).

To apply online visit [www.homesforharingey.org/jobs](http://www.homesforharingey.org/jobs). To receive an application pack by post call 0845 313 3142 (Monday to Friday, 9am to 6pm) and quote the reference number HFH 025.

**Closing date: 8 September 2008**

**Interview date: 22 September 2008**

If you would like to discuss the post further, please contact Joe Boake on 020 8489 4483.

## Job description

<b>Post:</b>	Youth Development Worker
<b>Salary:</b>	PO1 £28,524 - £30,603 pro rata
<b>Responsible To:</b>	Senior Resident Involvement Officer

### **Main objectives:**

Working to the Senior Resident Involvement Officer to:

1. Engage with and support primarily local young people to improve their economic, social and educational opportunities.
2. Facilitate young people to more effectively use youth services and activities in their local area.
3. Facilitate young people's involvement and liaison with Homes for Haringey and Council departments, voluntary and community groups and other service providers - such as Wates, the Police and any other relevant stakeholders in their local area.
4. To actively implement Homes for Haringey's equal opportunities policy and to maximise effective service delivery to all sections of the community.

### **Main duties and responsibilities:**

1. To work with the Senior Resident Involvement Officer and other colleagues to identify and maintain contact with all local voluntary and statutory funded and unfunded groups, agencies and service providers within the area.
2. To build relationships with primarily local young people (11- 25 years old) and be responsible for raising their awareness of, and involvement in, regeneration, economic and community development initiatives.
3. Develop and implement a range of activities which highlight local issues and promote local participation, and assist local young people in becoming active participants in, and contributors to, local solutions.

4. Provide support to young people in a wide variety of ways including assisting in promoting and facilitating attendance at meetings, explaining the role of meetings, events and specific programmes, organising provision of local training and development sessions, providing translation of material and interpreters and leafleting local communities.
5. Support local young people in groups and/or as individuals in framing and influencing funding proposals for projects and service improvements, including preparation of new bids for the widest range of public and private funds.
6. Working to the broad strategic objective of raising levels of young people's involvement, to liaise with other workers involved in community outreach and development and to ensure joint working to minimise duplication and maximise community involvement.
7. Develop effective channels of communication for the exchange of information within and between communities by establishing community networks and building coalitions using many diverse forms of communication.
8. To establish, operate and work within the framework of community consultation and participation to develop good practice in those areas and to ensure the effective involvement of all sections of the community in reshaping local services to best meet local needs.
9. To provide community development support and effective consultation with hard to reach communities.
10. To assist in developing new, imaginative and sustainable community regeneration projects including drafting small grant applications and community project programmes which contribute to community development, community empowerment and sustainability.
11. To ensure that local youth development activities and projects are developed and implemented with full recognition and awareness of local cultural and social diversity.
12. To build social and economic capacity in identifying and developing the skills and abilities of individuals, and to open up new opportunities for voluntary activity, fostering the

development of long-term social partnerships and creating gateway projects between the community, public and private bodies.

13. Draw on statistical information, ward profiles and research to produce community profiles and maintain an up to date database of community information to assist in service planning and be responsible for the production of publicity and written materials as required.
14. To be an active and constructive member of a local multidisciplinary project team and to participate in working and task groups and panels and any other meetings representing the service as required.
15. To prepare reports and presentations, documents and briefings as required for a wide variety of audiences and carry out any other duties as required.
16. To uphold and further Homes for Haringey's equal opportunities policy and to deliver effective and appropriate services fairly and without discrimination.
17. To work flexibly, including evenings and weekends.
18. Promote and represent Homes for Haringey at all levels throughout the organisation and to external bodies.
19. Take responsibility for the health and safety activities applicable to the post as set out in Homes for Haringey policy statements.
20. Undertake any other duties consistent with the basic objectives of the post.

## Candidate Specification

Youth Development Worker

### **Skills, abilities & knowledge:**

- Knowledge, understanding and demonstrable experience of working with young people in a demanding environment, including seeing projects through all stages of development and in identifying and successfully applying for grant funding

- Experience and ability to carry out community consultation using a variety of techniques and to successfully apply research skills e.g. committee profiling and social surveys
- Commitment to local community involvement and ability to initiate and sustain creative, complex and proactive work programmes which result in tangible committee benefits
- Ability to develop and maintain effective partnerships with a wide variety of external and internal partners
- Ability to think laterally and creatively and work positively in a multidisciplinary team setting in a developing and evolving involvement team
- Excellent oral, written and presentational skills including the ability to use information and communications technology
- Knowledge, understanding and experience of implementing equal opportunities policies in all aspects of day-to-day work
- Flexibility and willingness to work evenings and occasional weekend as required
- Experience of working sensitively in a political environment
- Able to work on own initiative whilst maintaining appropriate line management accountability

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