



Application Pack

Youth Empowerment Coordinator

(Turning Tides)



Dear Applicant,

Re: Youth Empowerment Coordinator (Turning Tides)

Thank you for your interest in working for The Junction. Within the application pack you will find a Job Description, Person Specification, Equal Opportunities Monitoring Form and application form.

The Junction is a respected charity working to make a difference to the lives of children young people and their families. We are proud of our reputation and believe that all of our workers are key to establishing positive relationships, building trust, self-belief, a sense of family and belonging.

Due to a number of positive developments within our Children and Young People's Emotional Wellbeing and Mental Health Service we are looking for an exceptional candidate to work alongside the Turning Tides Team to promote the voices of young people within the service. If you would like to be involved in delivering a value based responsive service that takes a holistic approach to truly meeting need, we'd like to hear from you.

When writing your application please ensure you address the person specification provided and highlight any information in excess of the criteria. If you would like to discuss the requirements of the post or have any questions about the role, please contact **Riya Nighoskar** on 01642 756000 or via e mail at **riya.nighoskar@thejunctionfoundation.com**

Once you have completed your application please return to:

recruitment@thejunctionfoundation.com

Or alternatively post to FAO The Junction, Westfield Farm, The Green, Dormanstown, Redcar, TS10 5NA, please ensure your envelope is marked as PRIVATE AND CONFIDENTIAL.

Please note the deadline for the applications **is 17:00 on Monday 23rd September 2024.**

The post is subject to relevant safeguarding procedure which includes a satisfactory Disclosure and Barring Service check. We look forward to receiving your application.

Yours faithfully,

Beth Major
Chief Executive Officer



Why work for The Junction?

Pension

We contribute 5% of your equivalent salary into your pension scheme for all eligible posts.

Staff Wellbeing Programme

Our staff Wellbeing Programme, provided through Simplyhealth, provides money back on health-related treatments such as optician costs, dentist fees, physiotherapy and alternative therapies, so you aren't left to foot the bill.

Counselling Helpline

We provide access to 24hr Counselling Helpline support, so you are never left to struggle if life becomes tough.

Counselling Face-to-Face

In addition to the helpline, we provide access to 6 sessions of face-to-face counselling

Generous Holidays

Our generous holiday entitlement of 6 weeks per year plus bank holidays means you can balance your work and home life commitments.

Loyalty Holiday Bonus

We reward loyalty by offering colleagues 1 extra day's holiday for every completed holiday year up to a maximum of 5 additional days. Increasing holiday entitlement to 7 weeks per year plus bank holidays for 5 completed holiday years.

Staff Development

We have a history of growing our own talent and we develop and support staff to expand their knowledge and take opportunities that become available.

Making a Difference

By being part of an extra ordinary team, we work together to help transform the lives of local children, young people and families.



Within The Junction

There are a range of services within The Junction all working towards shared goals and all focused on making a difference to the lives of children, young people and their families, including:

- Youth Employment Services
- Young Carers' Services
- Youth Services
- Children and Young People's Emotional Wellbeing and Mental Health Services
- Children and Young People's Specialist Transport Services

We pride ourselves on being able to provide multiple specialist services 'under one roof' with each service interacting together to provide the best possible seamless service to children and young people. We employ multi-disciplinary teams of professionals with backgrounds in psychology, social work, counselling, youth work and youth unemployment as well as other qualified and experienced practitioners who:

- Understand the issues facing children and young people
- Have the skills to effectively support them
- Can deliver outcome focused interventions

We have developed a unique service delivery model to ensure that clients are able to access a service that supports their individual needs. However, the ethos of The Junction ensures our services do not work in silos, although we recognise the need for service identities and separate lines of accountability to stakeholders.

All of our services are person-centred, outcome-focused and outcome-driven with an increased need to evidence the impact our services have on children, young people and their families.



Expectations and Job Description

It is essential that everyone who works or volunteers for The Junction recognises how their efforts help us make a difference to the lives of so many children, young people and families who are in need of our support. It is equally important that everyone is conscious of how their role supports the Vision and Mission of The Junction and that everyone can feel a sense of pride in their work.

We are very protective of our reputation of putting children and young people at the heart of everything we do and we have a clear expectation that all of our workers believe in and work to the Values and Key Principles of the organisation.

Vision

Our vision is a world where no child, young person or family is left to struggle. We want a world where there is always someone to talk to.

Mission

To empower children, young people and their families to embrace life with confidence, facing life's challenges in a positive way.

| Values | Key Principles |
|-------------------|--|
| We listen | Children and Young People are at the heart of everything we do |
| We genuinely care | |
| We don't judge | Our workers are the key to building strong, positive relationships |
| We empower | |
| | Working in partnership to make change happen |

Working within The Junction's policy environment

All staff and volunteers within The Junction are expected to work in accordance with the policies, practices and procedures of the organisation. Key to this approach is a commitment to promote and safeguard the welfare of children, young people and vulnerable adults, as safeguarding is everyone's responsibility. Similarly, all staff are expected to demonstrate a commitment to promoting and valuing diversity, being prepared to challenge the use of discriminatory language and to support and encourage non-discriminatory practice.



Personal Development

All staff are expected to make a commitment to their own personal development, partaking in personal development opportunities and undertaking training, supervision and appraisal as required and to support the personal development of others, particularly apprentices.

Job Description

Job Title: Youth Empowerment Coordinator

Salary: £24,852 Per annum, pro rata

Contract: March 2026 (Further extension is funding related)

Hours: 18.75 hours (2.5 days)

Responsible to: Service Manager

JOB PURPOSE:

To engage and empower young people's voices on Turning Tides, helping them to shape and develop the pilot.

To help the programme ensure we are delivering holistic support for young people, centred around their individual needs.

SUPPORT:

Will be carried out by the Project Coordinator or suitably appointed Manager who will carry out regular supervision.

PRINCIPAL DUTIES AND RESPONSIBILITIES:

- Actively work with coaches to gather insights on what young people on programme might benefit from
- Identify young people who might be best suited to play an active role in the pilot development.
- Shape creative ways to engage Turning Tides young people to share their voice – youth activities, surveys, attending meetings with key stakeholders, attending cross partnership learning (supporting them actively in the prep work involved).



- Lead on identifying ways to activate the innovation fund (pot of circa £20k) and manage the organisation of this activation.
- As part of their role they would seek to actively build out connections both internally across The Junction and externally with community groups/VCSE orgs, which Turning Tides young people may be able to benefit from.
- Actively attend events to promote Turning Tides and reach out to young people
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| Person Specification Youth Empowerment Coordinator (Early Intervention and Prevention) | Essential | Desirable | Proposed Selection Method |
|---|------------------|------------------|----------------------------------|
| Qualifications and Training | | | |
| Relevant professional qualification relating to working with the client group to the equivalent of level 3 or above (ofqual) or above e.g. /Mental Health/Youth Work /relevant degree https://www.gov.uk/whatdifferent-qualification-levelsmean/comparedifferent-qualification-levels | X | | A/I |
| Evidence of additional training in a range of emotional wellbeing and mental health approaches | | x | A/I |
| Demonstrable experience of appropriate Safeguarding training | X | | A/I |
| Ability and willingness to undertake further training and development as required | X | | A/I |
| Experience | | | |
| Recent/significant experience of engaging with and working directly with older young people/adults, particularly in a youth work setting | x | | A/I/R |
| Experience of working within the Redcar and Cleveland area | X | | A/I/R |



| | | | |
|--|---|---|-------|
| Recent/significant experience in relevant profession –e.g. Children’s and young person’s services, Mental Health, Youth Work, Housing, Homelessness, employability | X | | A/I/R |
| Recent experience of working with a range of agencies to support vulnerable children and young people | x | | A/I |
| Experience of working in community-based settings, schools, colleges and training providers | X | | A/I |
| Experience of delivering presentations to professionals and young people | | X | I |
| Knowledge, Skills and Abilities | | | |
| Knowledge of issues and challenges that vulnerable children and young people face | X | | I |
| Excellent people skills-Ability to engage | X | | I/A/R |
| Build strong relationships with children and young people to build trust, motivate and empower them to meet agreed goals and outcomes | | | |
| Excellent IT skills – including competency in using Microsoft word and experience in using data base systems to record sessions and notes | X | X | A/I |
| Excellent interpersonal and communications skills | X | | I/A |
| Good organisational skills and the ability to prioritise workloads to meet the needs of children, young people and their families | X | | A/R |
| Ability to work with partner organisations from the public, private and voluntary sectors and especially community organisations. | X | | A/I |
| Able to work as part of a multi-disciplinary team | X | | A/I |
| Understanding of the risk involved in working with vulnerable children and young people | X | | I |
| Understanding and experience of the need to have and work to appropriate professional boundaries | X | | A/I |
| Proactive and passionate about driving young person led change | X | | A/R |
| Work related circumstance | | | |



| | | | |
|--|---|---|-----|
| Willingness to work flexible hours including evening and weekend work | X | | A/I |
| Demonstrate an understanding of professional boundaries and appropriate relationships with people and other professionals | x | | A |
| Hold a vehicle licence or be prepared to achieve this within a defined time period and travel to a range of venues to meet the delivery needs of the service | | x | A/I |
| Equal opportunities and Diversity | | | |
| Commitment to pursue Equal Opportunity and Non Discriminatory practices. | X | | A/I |
| Personal qualities | | | |
| Understanding of and Commitment to The Junctions core values | X | | A/I |
| Be approachable, able to develop positive relationships with others and have high levels of resilience and empathy | X | | I |

A = Application

I = Interview

T = Test

P = Presentation

R= Reference