

JOB DESCRIPTION

Young Peoples Worker - Routes Falkirk



JOB PURPOSE

To deliver programmes of support and activities for young people, aged 12-26, who are affected by family alcohol and drugs issues. Within the framework of agreed support programmes work with young people on a 1:1 or group basis, supporting them to engage with peers in their local community.

PRINCIPAL ACCOUNTABILITIES

- Develop person-centred working relationships with young people aged 12-26 years old affected by someone else's drug and alcohol use, supporting them to use their strengths to develop coping strategies, build resilience, self-esteem and confidence, reducing the impact on them of others' drug/alcohol use.
- Use person centred planning techniques and tools, and a range of practice methods/interventions with young people.
- To deliver co-developed group and individual activities with young people across a range of interests, this will include transport arrangements.
- Provide safe-spaces for young people ensuring that those engaged with the programmes are safeguarded and supported.
- Work alone and collaboratively with team members to provide practical support to young people at times when support is needed.
- Advocate for young people and support them to build on their skills to self-advocate when needed.
- Develop service links with community resources to develop and support local connections and social networks.

Quantifiable responsibilities

- Accountable for petty cash transactions.

SCOPE OF PLANNING AND ORGANISATION

The post holder reports to the Assistant Service Manager.

Work is allocated by the line manager.

The post holder will have autonomy in managing their diary, to respond to young people's needs.

The post holder will be involved in lone working, paired working and team working arrangements.

The post holder will have keyworker responsibilities with allocated young people.

The post holder will be part of a team around a young person and will be expected to regularly communicate and update other team members, with significant information passed on to the ASM/Service Manager.

Planning with young people will regularly be reviewed and updated.

Work will be undertaken within the context of the service ethos, policies and approaches.

The post holder will work in a way that is inclusive and enabling, seeking opportunities to empower young people.

SCOPE OF JUDGEMENT AND DECISION MAKING

The post holder works with a range of interventions and practices which are well established. They are required to exercise judgement about how individual young people work and communicate. On a day-to-day basis they require to adapt plans and interventions in response to the individual and the settings. They need to be aware of risks relating to locations and adapt plans accordingly. They will have access on site or by telephone to guidance and support as required.

RELATIONSHIPS

Internal

- Direct contact with Service and co-workers.
- Direct contact with other Aberlour services.
- May participate in cross-organisation groups and with other services nationally through training and learning opportunities.
- All staff are expected to attend team meetings and keep up to date with changes at service and organisational level. This includes accessing work email accounts, Aberlour intranet sites and supporting our marketing & fundraising initiatives and social media channels to help promote Aberlour.

External

- Contact with Social Work, Education, Police, local community groups and other universal services.

- Promote and present the work of the service through events and other opportunities.
- Act as an advocate where needed for parents or children.

QUALIFICATIONS

A relevant professional qualification at level SCQF 7 or above (for example: HNC) or equivalent knowledge acquired by other means (this will not apply where there are externally specified qualifications for the post e.g. SSSC)

VALUES

Ability to demonstrate Aberlour's values of respect, integrity, innovative and challenging.

Ability to demonstrate the values and principles of personalisation: collaboration, dignity, informed choice, innovation, involvement, participation, responsibility and risk enablement.

EXPERIENCE

Experience of person-centred support planning and delivery.

Experience of direct work with children, young people and families/carers living with severe stress

Experience of working with children, young people and parents/carers where child and/or adult protection issues arise.

KNOWLEDGE/SKILLS

The post holder should have knowledge around the key legislation, policy and practice, and key issues facing children and young people in Scotland.

The post holder should be able to demonstrate knowledge of person-centred practice, human development and learning.

Skills:

- Communication – engagement, listening, verbal, and written (including recording and report writing)
- Proficient IT skills with a willingness to adopt and learn new technologies and systems – this includes communication, collaboration, recording and office applications. Training on specific systems will be provided

Ability to

- Engage and communicate at various levels to ensure shared understanding
- Design and deliver innovative fresh flexible approaches to young people support.

- Manage own time particularly to ensure that records are accurate and up to date
- Be willing to learn from and with families
- Tailor approach to different young people's needs and wants by being flexible, adaptable and creative in approach to work
- Be willing to engage effectively in training and learning opportunities

JOB CHALLENGES

Initial engagement between young people and the service

Additional Information

The service is available between 07.00 and 22.00, 7 days per week. All staff are expected to take a full role in the delivery of the service. Work will be carried out flexibly in discussion with your line manager to allow appropriate time off whilst meeting individual and family needs and contractual work requirements.

The post holder may undertake driving duties whether in own vehicle, or a vehicle owned by/hired by the service.