

STREETS OF GROWTH

Reducing Harm – Transforming Lifestyles

Youth Intervention Coach – Job Description & Person Specification

Job Title:	Youth Intervention Coach (targeted intervention with at risk young people)
Salary:	£25,000 (dependent on experience).
Hours:	Full time, 35 hrs. per week (part time applications considered)
Contract:	1-year fixed term contract (with the potential to go permanent)
Benefits:	Pension scheme of up to 8% contribution, ongoing support for internal & external CPD.
Responsible to:	Team Manager
DBS check required:	Enhanced DBS. This role is not exempt under the Rehabilitation of Offenders Act 1974 in respect of declarations of spent convictions.

Job Description

Summary of Job Role / Purpose:

The purpose of this role is to help deliver the Bridging Programming, which aims to engage and work with vulnerable 'at risk' young adults (15-25 years) who are disengaging from mainstream support, and are likely to be relapsing and disengaging from current training, education or employment; and/or participating in negative behaviours on the streets, or simply need some extra support/advice guidance etc. to help them in their life-career progression.

Main Duties & Responsibilities:

1. The service delivery is focused on the Implementation of the Appropriate Intervention Model, via the Bridging programme, across the areas of Lifestyle, Enterprise/Employ-ability, Education and Engaging Institutions that constructively challenge negative patterns of behaviour, creates experience for positive thinking, confidence building, entrepreneurial work skills, tapping into the young-adult's ambition, potential and talent.
2. To work with the frontline team to deliver targeted street work to **engage and build up relationships of trust** with high risk and vulnerable young adults in the estates and youth crime hotspot areas across Tower Hamlets.
3. To work on a case management basis with a caseload of referred and street engaged young people to deliver strategic interventions across Lifestyle, Enterprise/Employ-ability, Education and Environment that constructively challenge negative patterns of behaviour, creates experience for positive thinking, confidence building, entrepreneurial work skills, tapping into the young person's ambition, potential and talent.
4. To work to and meet set progression targets within agreed time-lines and deadlines based on the needs of the young people on your caseload.

5. To manage and facilitate the tracking and monitoring and transitional development of the young people in your case load and also to monitor the project/activities you deliver.
6. You will be responsible for the production of quarterly monitoring reports for the Manager and to assist in the day-to-day organisational administrative duties as required.
7. To understand, practice and promote the vision, mission, and values of Streets of Growth and demonstrate mindfulness for the resources that Streets of Growth possesses, and actively work to maintain their functioning.
8. Commit to engage in personal and professional growth and competence development to increase capacity in your role and personal growth in order to best serve the young people.

You will be expected to fulfil any other duties that are reasonably within the scope and level of your role, that are requested by senior staff.

This is a description of the job, as it is presently constituted. It is the practice of Streets of Growth to periodically examine job descriptions, update them and ensure that they relate to the job performed, or to incorporate any proposed changes. The appropriate manager in consultation with the post holder will conduct this procedure. In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible Streets of Growth reserves the right to make changes to your job description following consultation.

Person Specification

Streets of Growth have a strong organisational culture with high expectations for achievement.

The very nature of our work requires an individual of great commitment and energy to the mission and we are seeking a highly driven individual who is a good fit both personally and professionally for the culture of Streets of Growth.

Streets of Growth expect candidates to meet the essential criteria below.

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Qualifications	<ul style="list-style-type: none"> • Relevant professional qualification at level 3 or degree level e.g. youth work, education, social work, youth offending etc. 	<ul style="list-style-type: none"> • Relevant professional qualifications in personal coaching, emotional / behaviour development
Experience	<ul style="list-style-type: none"> • Successful demonstrated experience of frontline work with young people in a relevant environment. • Understanding and experience working with high risk young people involved in youth violence, crime, exploitation etc. 	

Knowledge	<ul style="list-style-type: none"> • Sound knowledge of good practice in relation to engaging young people and families • Sound knowledge of behaviour/emotional change work, youth work, family intervention work 	<ul style="list-style-type: none"> • Sound knowledge of restorative practice • Knowledge of trauma informed practice
Skills & Abilities	<ul style="list-style-type: none"> • Demonstrable ability to engage with and build relationships with young people, most particularly hard to reach and challenging individuals • Good at organising, managing and completing multiple complex projects and tasks simultaneously with thoroughness, accuracy and timelines. • Ability to develop and implement strategies and action plans for the progression of young people • Good communication and presentation skills • Proven ability to work in and develop partnerships to achieve results • Good report writing skills to be able to contribute to reports and development of case studies of young people. • Computer literate with the ability to use MS Office 365. • Proven ability to work as a part of a team • Demonstrable experience of inclusion and safeguarding measures, and sound risk assessment skills. 	<ul style="list-style-type: none"> • Experience of inputting data on CRM system
Personal qualities	<ul style="list-style-type: none"> • A willingness to learn and develop • A proven creative problem-solver • A passion and commitment to work directly with young people • Able to evidence self-motivation, initiative, and sound judgment • Commitment to adhere and promote Streets of Growth's values and equal opportunities in relation to employment and service delivery 	