

### Job Purpose

At Kirklees we want to be innovative and creative in the way we work to deliver Early Support Services by developing a unifying but not uniformed offer, which reflects the needs and strengths of children, young people, families and communities.

The Kirklees Early Support Partnership has developed a vision of what it is hoping to achieve. We all believe that every child and young person should have the opportunity to reach their full potential and that they are best supported to grow and achieve within their own families and communities.

We want to forge a relationship between agencies and children and families so that the emphasis of practice is on *working with* children and families, rather than doing things to them or for them. “*Working with*” involves high support and high challenge so that families have the support they need to find their own lasting solutions to the challenges they face, and are equipped with the resilience to move forward successfully.

This role is based within [Children and Families](#)

Find out more about [working for Kirklees.](#)

### The Job

You will be working to lead and manage a Detached youth Work team, including support youth workers, apprentices, volunteers, student placements and Voluntary and Community Sector (VCS) partners, to engage children and young people in informal settings, including the street, parks and opens spaces, retail units and estates to develop shared outcomes with groups and individuals. There will be opportunities to pilot innovative and modern ways of working.

There is an expectation to develop professional relationship, dialogue and conversations with children and young people. You will work across areas of Kirklees as relevant and informed by data and intelligence to where young people are meeting. As part of a team, you will target children and young people who are vulnerable and at risk. Through dialogue you will be able to identify VCS partners and communities groups who can develop new activities and opportunities for children and young people, signpost to referral partners and raise the voice and influence of groups to feed into local decision-making.

You will work across other Council service's and public sector partners to develop new initiatives for young people. Key Services/partners include Early Support Service, Play Work, Communities, Community Hubs, Community Plus, Safeguarding, Kirklees Youth Alliance, Onside, and West Yorkshire Police.

You will be expected to work across Kirklees where required and to attend team meetings and briefings, feeding back experiences and developing learning.

Detached sessions will be delivered at time relevant to young people and this will include regular evenings and weekends and school holidays. There will be occasion for overnight residential activity with children and young people.

### Job Checklist

- Work with local partners, including VCS, other council services, public sector and private sector, positively to build capacity in response to children and young people's needs.
- Engage and consult with children and young people on local issues and act to raise voice and influence for those who are under-represented.
- Use local resources, budget and partnerships to create activities and opportunities for children and young people.

- Be responsive and flexible the needs of young people.
- Identify vulnerabilities and risk for individual and groups of young people and draw on a range of partners to work together to keep them safe.
- Signpost young people to existing provision and specialist services
- Work flexibly across communities, in a way that supports cohesion and challenges tension and prejudices, this may include innovative new work such as engaging children and young people when they present at our Accident and Emergency services and using social media and online communication channels to relevantly engage children and young people.

### The Person

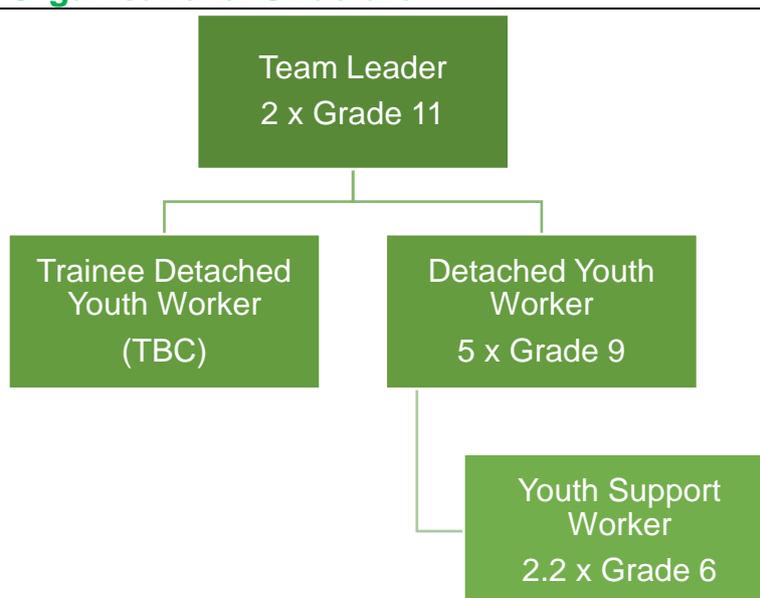
We need our employees to be driven to achieve the best, to be hard working, respectful and thoughtful to each other and our customers and to be creative, wherever they work.

Your passion and enthusiasm about the potential of children and young people and the ability to transform communities and services will be apparent in all you do. Your innovative ideas and leadership will help you create new opportunities for working with children and young people and communities and support capacity building across VCS partners and community groups.

You will be aware of and knowledgeable of the needs of diverse and under-represented groups of children and young people and able to work across partners to create appropriate responses. You will use positive communication skills to engage and listen to children and young people and be flexible and responsive to the needs of individuals and groups.

Passionate about advocating for young people, you will be well equipped to raise youth voice and influence decision-makers in helping to make Kirklees a great place to grow up and for children and young people to have the best start.

### Position of Job in Organisational Structure



Knowledge, Qualifications, Skills and Experience	Shortlisting Criteria
Level 5 Qualification in an academic area relevant to work with Young People and their families such as a qualification in Youth Work, Play Work, Youth Justice, Counselling, Social Work, Guidance, Coaching or Teaching or be able to demonstrate experience and competencies.	Essential
Knowledge and experience of Detached Youth Work.	Essential
Experienced and able to engage vulnerable and at risk young people in an informal setting, including streets and open spaces.	Essential
Demonstrates excellent casework skills, including the ability to complete sound assessments, develop and review SMART plans.	Essential
Able to lead and manage a team, including VCS partners and volunteers and paid employees.	Essential
Experience of co-creating activities and opportunities with and for young people.	Essential
Demonstrates an understanding of the needs of diverse groups of young people and communities and able to develop a relevant response.	Essential
Understanding of challenging injustice.	Essential
Demonstrates a positive and 'can do' approach to working with communities and partners and developing new ways of working.	Essential
Ability to be responsible for local resources and budget.	Essential
Be resourceful and a 'self-starter' developing new work.	Essential
Committed and passionate about young people's potential and raising youth voice and influence, particularly those who experience disadvantage and are under-represented.	Essential
Flexible, able and understands work across communities, in a way that supports cohesion and challenges tension and prejudices, this may include innovative new work such as engaging children and young people when they present at our Accident and Emergency services and developing social media and online communication channels for engaging children and young people.	Essential
Understanding of and the ability to demonstrate a strong commitment and knowledge of safeguarding young people in Kirklees and able to respond to young people's concerns.	Essential
Ability to evaluate activity and support the programme co-ordinator delivering programme reports.	Essential

### Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honest
- Respectful
- Flexible
- Communicative
- Supportive

We also expect you to promote and role model the Council's Expectations of a Council employee within the organisation.

This role is at level 2. Find out more about the Council's [Behaviours and Expectations](#).

### General Information

See your responsibilities related to [safeguarding](#).

The role requires flexibility to work late evenings, weekends, school holidays and overnight residential as required - where applicable, enhancements will be paid.

An enhanced DBS check is required for this role.

Regular detached youth work will include walking for periods of time and travel across large areas of the district.

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.