



The Youth Association

The Youth Association is one of the oldest and one of the most innovative youth work charities in the UK. As an independent charity, we are proud of our history and heritage, our record of championing good youth work in the voluntary sector and the generations of young people we have supported to overcome disadvantage. We are just as proud of our innovative and entrepreneurial attitude to service development.

Ever since our founding in 1904, it has been the Association's mission to create opportunities for young people to achieve their potential, to raise their aspirations and to improve their physical, mental and emotional wellbeing. Our mission is to *Grow Yorkshire's future*. We do this by helping YP in Yorkshire to:

- Build their confidence & feel proud of themselves
- Identify their goals & aspirations and make progress in achieving them
- Start a business, get a job or get on a course
- Meet new people and make new friends

Job Description

Job Title	Youth Support Worker
Location	Office base: 12 South Parade, Wakefield, WF1 1LR Project work: Barnsley, Leeds or Wakefield
Pay scale	Level 1: £27,082, paid at £16.49 / hour (incl. £2.41 quasi holiday pay)
Benefits	Employer contributory pension scheme of 8% gross salary (when meeting the threshold). Own transport mileage allowance
Hours	Part time, to be discussed with TYA management, based on allocated project, experience and organisational need
Contract length	Permanent but variable hours
Responsible to	Lead Youth Worker or Senior Youth Worker
DBS	This post is subject to an Enhanced Disclosure and Barring Service Check.



The purpose of the post

To support the effective delivery of youth work projects in a variety of settings, including street-based, educational institutions and other community settings. The post holder will work with Lead Youth Workers and others to support the delivery of youth work sessions, as well as elements of session planning and evaluation. They will desirably have experience in front-line youth work delivery. The post holder will undertake a JNC-recognised youth work qualification at Level 3 (or above) in parallel with their post.

Roles, Responsibilities and Tasks:

1. To work with young people in informal and formal settings through a range of programmes throughout South and West Yorkshire.
2. To support the delivery of youth work sessions in a variety of settings, including detached, educational, and community-based work.
3. To contribute ideas and practical support to the planning of youth work activities, working under the direction of a Youth Worker or Lead Youth Worker.
4. To actively participate in the delivery of sessions, helping to create engaging, safe, and supportive environments for young people.
5. To contribute to the evaluation of sessions through verbal feedback, written notes, or monitoring tools, as directed.
6. To build appropriate relationships with young people, acting as a positive role model and promoting TYA values.
7. To attend team meetings, supervisions, and training, and contribute to continuous learning and improvement.
8. To support the promotion of youth participation within sessions, encouraging young people to express their views and make decisions.
9. To follow all safeguarding, health & safety, and organisational policies and procedures at all times.
10. To work collaboratively as part of a team and develop effective working relationships with colleagues and partner agencies.
11. To undertake a JNC-recognised youth work qualification at Level 3 (or above) alongside this role, with appropriate support.



12. To work flexible hours, including evenings and some weekends, as agreed.
13. To carry out other related duties appropriate to the nature and level of the post, as required.

Reviewed April 2025

Person specification

	Essential	Desirable	Identified
Qualifications	Capacity to pursue a JNC youth work qualification, recognised by the NYA, at level 3 or above		Application
Experience	Some experience of working with young people Working with groups in informal settings in a creative way	At least 1 year of experience working with young people Development and delivery of youth work programmes Working with young people in a youth work setting	Application/ Interview
Training		Child protection First Aid Other training on issues affecting young people	Application
Special knowledge	Awareness of young people's issues in a contemporary context	Local and central government initiatives Young people's participation Awareness of organisations working within the wider youth sector	Application/ Interview
Practical and intellectual skills	Excellent communication, organisation and presentation skills Confident communicator and ability to work as part of a team Ability to challenge discriminatory behaviour Competence in IT	Good record-keeping and report-writing skills Driver /own transport	Application/ Interview



The Youth Association's key character traits

At The Youth Association, we place great value on the character and attitude of our team members. Below are the core traits we believe contribute to, and make up, and outstanding employee. These are grouped into eight key areas. While we don't expect candidates to demonstrate all of them, we encourage you to reflect on these traits in your personal statement, highlighting those that best align with your strengths and approach to youth work.

Trait	Explanation
1. Creativity	
Innovation	Constantly looking for better, more effective ways to deliver youth work, using emerging ideas or technology
Intuition	Trusts their instincts to understand group dynamics and individual needs, adapting their approach accordingly.
Challenge	Pushes boundaries and encourages YP and/or colleagues to think critically and grow.
2. Principle	
Accountability	Takes ownership of their actions and decisions.
Ethical	Upholds strong moral principles, making fair and responsible decisions.
Authenticity	Brings their true self to their role, building trust and meaningful relationships.
3. Competence	
Professionalism	Maintains high standards of conduct, representing TYA with integrity.
Productivity	Works efficiently & manages workload effectively, ensuring that every action contributes more productively
Competence	Continuously develops skills & knowledge to deliver high-quality work.
4. Mindset	



Self-Awareness	Understanding own strengths, weaknesses, emotions & motivations, allowing self-reflection and adaptation
Passion	Approaches work with enthusiasm & commitment to YP, youth work and TYA.
Empathy	Understands & relates to people's feelings & experiences, enabling strong relationships.
5. Unity	
Communication	Expresses ideas clearly & listens actively to colleagues & YP.
Teamwork	Works well with others, valuing strengths each person brings
Inclusion	Creates an environment where all feel welcome & valued.
6. Strength	
Dedication	Fully committed to TYA, its mission & delivering the best possible work, personally.
Confidence	Trusts in their abilities & decisions, inspiring YP to do the same.
Self-reliance	Takes initiative & works independently when needed.
7. Energy	
Humility	Remains grounded, acknowledges their own limitations & successes without arrogance
Enthusiasm	Brings energy & motivation, making experiences engaging.
Calmness	Maintains composure, creating a reassuring presence.
8. Order	
Organisation	Manages own workload effectively, while also creating structure & clarity for those around them
Consistency	A dependable presence with steadiness, ensuring that others always know what to expect from them.
Reliability	Ensures work is done to a high standard & follows through on commitments.