



## 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

<b>Job Title</b>	Youth Worker
<b>Location</b>	Office base: 12 South Parade, Wakefield, WF1 1LR Project work: Barnsley, Leeds or Wakefield
<b>Pay scale</b>	Level 2: £28,947, paid at £17.62 / hour (incl. £2.57 quasi holiday pay)
<b>Benefits</b>	Employer contributory pension scheme of 8% gross salary (when meeting the threshold). Own transport mileage allowance
<b>Hours</b>	Part time, to be discussed with TYA management, based on allocated project, experience and organisational need
<b>Contract length</b>	Permanent but variable hours
<b>Responsible to</b>	Lead Youth Worker or Senior Youth Worker
<b>DBS</b>	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, often leading youth work sessions with the support of Youth Support Workers. They will also play a key role in session planning and evaluation. They will essentially have experience in front-line youth work delivery, as well as a JNC-recognised youth work qualification at Level 3 (or above).

### **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 plan, lead and evaluate youth work sessions in a variety of settings, including street-based, educational, and community environments.
3. To deliver youth work programmes independently or alongside Youth Support Workers or volunteers, ensuring sessions are inclusive, purposeful, and aligned with project aims.
4. To contribute to the development of project plans and session resources, bringing creativity and responsiveness to young people's needs and interests.
5. To engage young people in meaningful dialogue and activities, promoting participation and supporting their personal and social development.
6. To contribute to project monitoring and evaluation by completing records, writing session summaries, and providing data and feedback for reports.
7. To maintain a safe working environment by adhering to TYA safeguarding policies and procedures, including risk assessment and reporting.
8. To support the voice and influence of young people by encouraging their involvement in decision-making within sessions and project activities.
9. To build and maintain professional relationships with young people, colleagues, and partners in line with TYA values.
10. To attend team meetings, training, and supervision sessions as required, and to contribute to a positive and collaborative team culture.



11. To undertake ongoing professional development and act in accordance with TYA's code of conduct.
12. To occasionally lead small, time-limited youth work projects or campaigns under the guidance of a Lead Youth Worker or Manager.
13. To work flexible hours, including evenings and some weekends, in line with project and organisational needs.
14. To undertake other duties appropriate to the level and nature of the post, as required.

Reviewed April 2026

## Person specification

	Essential	Desirable	Identified
<b>Qualifications</b>	A JNC youth work qualification, recognised by the NYA, at level 3 or above		Application
<b>Experience</b>	At least 1 year of experience working with young people Working with groups in informal settings in a creative way	Development and delivery of youth work programmes Working with young people in a youth work setting	Application/ Interview
<b>Training</b>		Child protection First Aid Other training on issues affecting young people	Application
<b>Special knowledge</b>	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
<b>Practical and intellectual skills</b>	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, an 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
<b>1. Creativity</b>	
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.
<b>2. Principle</b>	
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.
<b>3. Competence</b>	
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.
<b>4. Mindset</b>	

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growing yorkshire's future since 1904

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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.
<b>5. Unity</b>	
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.
<b>6. Strength</b>	
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.
<b>7. Energy</b>	
Humility	Remains grounded, acknowledges their own limitations & successes without arrogance
Enthusiasm	Brings energy & motivation, making experiences engaging.
Calmness	Maintains composure, creating a reassuring presence.
<b>8. Order</b>	
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.