

Employability Youth Worker

Job Information

Job title: Youth Worker

Salary: £24,526 per annum

Based at: Edinburgh – venue TBC

Travel: Occasional travel may be required across the local authorities in which Impact Arts delivers.

Reporting to: Programme Manager

Duration of contract: Fixed term contract until 31st March 2023

Working Hours: 37.5 hours per week between 9am – 7pm Monday – Saturday (Exact days and times TBC).

Qualifications & Experience:

Please tell us about your skills! We would welcome applications from anyone with a mix of the following skills, qualifications and experience.

- SCQF level 9 in a relevant discipline
- At least 2 years' experience in working with young people in diverse community settings
- Experience of delivering SQA Accreditations
- Qualification in and/or experience of youth work
- Qualification in and/or experience of employability delivery
- Qualification in and/or experience of community learning and development

Other Essentials: Subject to PVG check

Closing date: 12 noon on Monday 23rd May 2022 **Interviews:** 25th/26th May 2022

Expected Start Date: ASAP

In all our work, Impact Arts aims to tackle the inequalities that exist in Scotland and to ensure everyone has equal opportunity. We encourage all applications for this post, particularly from those who are currently under-represented in the creative and arts sectors. Impact Arts welcomes all people no matter their age, race, gender, sex, sexual orientation, religion or belief, class, cultural background, disability, marital status, pregnancy or maternity status.

We want to make sure that process barriers do not get in the way of applicants, so if you have any accessibility needs in regards to any parts of this process (or want to discuss alternative ways to show your skills and relevant experience), please get in touch.

Company Values

As a team of people we share the following values:

Our values

CREATIVITY

We always place creativity at the centre of all that we do.

INTEGRITY

We are always honest and truthful and act with transparency.

EQUALITY

We value people's right to be different and ensure everyone has equal opportunity.

KINDNESS

We always treat everyone with care and respect.

AMBITION

We are always ambitious in what we want to achieve for our partners, participants and colleagues.

What We Do

Established in 1994, Impact Arts is a national arts organisation which tackles inequalities in Scotland through creative engagement. We envisage a Scotland where everyone values and benefits from the power of creativity to transform lives.

Our strategic objectives are:

- We will transform **Children and Young People's** lives through impactful arts and creativity.
- We will grow **Communities** to become stronger and empowered through creative engagement.
- We will support **Older People** the opportunity to take part in life enriching arts and creativity.

We place innovation, enterprise and creativity alongside outstanding delivery, sound management and a strong ethos of partnership to tackle society's big issues. Our talented in-house and freelance

artists across Scotland and beyond ensure that our artistic programmes, exhibitions, performances and events are of the highest quality. We exist to inspire creativity in people and regenerate our communities through a deep and rewarding relationship with the arts.

We have over 50 staff and 100 sessional artists working on services across Central Scotland with our Head Office in Glasgow. We work with multiple partners and funders all with a strong ethos #artchangeslives. We are supported on an annual basis by over 40 funders including Scottish Government, CashBack for Communities, Skills Development Scotland, National Lottery Community Fund, Life Changes Trust and a range of other foundations and trusts.

Our Impact

Our 2020/21 figures:





Background

Impact Arts has a long history across Edinburgh and the East Coast delivering high quality youth engagement. We have recently been awarded funding through Edinburgh City Council's Young Persons Guarantee to deliver a year round hub, offering creative and employability workshops to young people across Edinburgh. The role of Employability Youth Worker is essential within our organisation and reflects the increased need for specialised youth support within our employability work.

The role of Youth Worker has been designed to give our young people varying levels of support, from 1-2-1 conversations, group work, accreditation prep and ultimately, to support them to take their next positive steps.

We are looking for someone who is dynamic, who will bring considerable youth and/or employability experience, energy and passion to the role and who wants to join our mission in tackling inequalities across Scotland.

We use the arts and creativity to tackle social inequalities, but this role does not require the candidate to have any previous experience or qualifications in the arts. Our delivery teams are always made up of one artist and one youth worker to provide a balanced and rounded experience for our participants.

Purpose

To support young people attending Impact Arts programmes to achieve their outcomes and to progress on to further education, training or employment.

To lead on continuous improvements of programmes, ensuring high quality social outcomes and meeting stakeholders' expectations.

You will be instrumental in the delivery of two of our most high profile programmes – Creative Pathways and CashBack to the Future.


Main Responsibilities:

To be the first point of support and contact for young people engaging in Impact Arts' creative programmes

To actively support young people to attend the programme and actively take steps to remove any barriers for regular attendance

To create a structured accreditation plan for each programme and deliver to this plan in partnership with the Creative Lead

To create an individual progression and development plan for each young person you work with and support them to achieve this in line with the project outcomes through 1-2-1 meetings



Regular updates and reporting to Project Co-ordinators and/or Programme Manager to ensure targets and outcomes are being met and to raise any concerns

Responsible for day-to-day administration (and Salesforce/Helix data entry where appropriate) when projects are live i.e. Registers/participant evaluation /participant travel costs and expenses/project evaluation/case studies /internal communications alongside the Creative Lead

To research and connect with progression and personal development opportunities for young people in their local area and beyond

To support young people's emotional and mental wellbeing

Responsible for implementing Impact Arts' Child Protection Policy and following all procedures to do with Safeguarding in line with best practice

To research and create information for external support services in relevant local authorities to allow us to signpost young people as and when necessary

To deliver and/or identify issue-based training to young people as and when required

To successfully engage with local community stakeholders and partner organisations, developing strong relationships that maximise the opportunities for our young people

To lead on the continuous improvement of programmes, ensuring consistency of approach throughout Impact Arts and developing new ideas

Organisational Responsibilities

To ensure risk assessment and health and safety policies are followed

To represent Impact Arts at events

To participate in training, meetings and events as required

To support and promote Impact Arts' Values

To carry out any other duties appropriate to the post in line with Impact Arts' needs

Qualifications and Experience


SCQF level 9 in a relevant discipline

At least 2 years' experience in working with young people in diverse community settings

Experience of delivering SQA Accreditations, Arts Awards and Youth Achievement Awards

Qualification in and/or experience of youth work

Technical Skills and Knowledge



Competent IT skills including MS Word, Excel, PowerPoint and Outlook

Good time management skills and ability to meet deadlines

Ability to manage budgets

Personal Skills and Qualities

Excellent interpersonal skills

Approachable and empathetic manner

Energy and commitment

Imaginative

Excellent communication skills

Excellent self-management, organisational and planning skills

Good time management skills and ability to meet deadlines

Self-motivated and able to work on own initiative, analysing and solving problems

Strong team player, allowing everyone to play to strengths

Ability to generate new ideas to develop the project

PVG Scheme- Successful candidates will be required to join the PVG scheme or to apply for a PVG update.

To apply:

Please visit www.impactarts.co.uk to download an application form.

All completed applications should be sent to jobs@impactarts.co.uk by 12 noon on Monday 23rd May 2022.