

Youthscape

**Senior
Youth Worker -
Drop-In Lead**



Why you should join Youthscape's Luton team

Back in 1993, Youthscape started life as the Luton Churches Education Trust – a charity launched and funded by the churches in Luton, working together to serve teenagers across the town. Since then, we have grown into a national hub for youth work resources, events and training while continuing to serve the young people here at home.

Youthscape Luton are seeking to recruit an exceptional youth worker to take on an exciting and innovative role. The successful candidate will work as part of our Luton team and will be responsible for leading and developing our after-school open-access youth programmes which can be accessed by all those aged 11-18 years from across the town.

The successful candidate will work as part of the wider Luton team, who also collectively deliver a variety of targeted youth work including groups and assemblies in local schools, a twice-monthly Christian youth gathering for youth groups across the town, detached youth work, NEET prevention work, and mental and emotional wellbeing support through football. This wide variety of work means that this role will not only offer you an exciting opportunity to expand a significant element of the work we do but will also provide lots of face-to-face youth work experiences alongside our fun and experienced team.

As this role includes Christian activities and practice, it is an occupational requirement for the post holder to be an active, worshipping Christian.



Open-access youth programmes

“This is an incredible opportunity for a passionate and experienced youth worker! The work being done with young people through Bute Mills Youth Group and Bute Mills Drop-in is already transforming lives in powerful ways. In this role, you’ll not only step into a key leadership position within our local team, but also have the chance to elevate and expand these programs, driving even greater impact and reaching more young people than ever before.” Gemma Milligan, Head of Luton Youth Work

Youthscape Luton’s open-access youth programmes provide a sense of ‘home’ and ‘family’ for all young people in Luton, particularly some of the town’s most vulnerable and disadvantaged. Run four afternoons a week after school, these programmes provide a safe, consistent space where young people can build healthy friendships, receive support from youth workers and other positive role models, take part in a variety of fun activities and eat a free hot meal.

Bute Mills Youth Group runs on Monday afternoons for those in Years 7-8, whilst Bute Mills Drop-in runs Tuesday-Thursday

afternoons for those in Years 9-13. Young people are invited to engage with the equipment, activities, and projects provided and to develop a sense of ownership and belonging within the space, with the hope that they may become Young Leaders when they enter Year 12 and 13 and help shape the programmes even further. Bute Mills Youth Group and Bute Mills Drop-in provide the opportunity to support young people’s development long-term, and to also direct them to other projects and opportunities depending upon their needs and interests.

Youthscape Luton’s open-access youth programmes are central to the strategic aims of our work. Young people who take part in targeted projects we deliver are encouraged to attend either Bute Mills Drop-in or Bute Mills Youth Group to continue to build relationship with positive role models and to receive long-term support. Many of the young people we work with through these programmes have shared the transformational impact of this community upon their lives, with it being labelled as a ‘second home’ and ‘my Youthscape family’.



Key tasks and responsibilities

1. Lead and develop excellent open-access youth programmes at Bute Mills

1.1 To oversee and manage Youthscape Luton's open-access youth work programmes - Bute Mills Drop-in and Bute Mills Youth Group.

1.2 To lead the direct delivery of these programmes three-four afternoons a week.

1.3 To develop open access youth work at Bute Mills to further meet the various needs of young people in Luton (e.g. young people at risk of criminal & sexual exploitation, young people needing mental & emotional wellbeing support etc), in line with Youthscape Luton's vision and strategy. This may include running programmes that have already been created or developing brand new programmes in response to the needs arising.

1.4 To lead the Bute Mills Drop-in and Bute Mills Youth Group teams to ensure both programmes run efficiently, safely, and achieve determined outcomes.

1.5 To set and maintain the culture of Bute Mills Drop-in and Bute Mills Youth Group through strong leadership, excellent youth work delivery, and confident behaviour management.

1.6 To develop and manage Youthscape Luton's Young Leaders Programme (for 16-18 year olds).

1.7 To build relationships and partner with other local organisations (e.g. The Police, Youth Partnership Service, Jobs22 etc) to provide innovative activities and projects that meet the needs of young people.

1.8 To work with the Head of Luton Youth Work to develop Youthscape Luton's monitoring and evaluation system for open-access youth programmes.

2. Project manage the day-to-day operations of Bute Mills Drop-in and Bute Mills Youth Group

2.1 To support the Volunteer Manager to recruit and supervise volunteers for Bute Mills Drop-in and Bute Mills Youth Group.

2.2 To connect with local secondary schools and other organisations to promote Bute Mills Drop-in and Bute Mills Youth Group (e.g. delivering assemblies, attending community youth events etc).

2.3 To organise and manage the operations of Bute Mills Drop-in and Bute Mills Youth Group by:

- Ensuring each session is properly staffed, by both Youthscape team and volunteers.
- Ensuring each session is properly planned, budgeted, risk assessed and resourced.
- Ensuring attendance and any other necessary data is properly gathered and stored in line with Youthscape Luton's monitoring and evaluation system.
- Ensure that the drop-in floor is kept current and fresh, and maintaining equipment and resources in the drop-in space.
- Working collaboratively with the rest of the Youthscape Luton team to ensure integration of young people from different projects into Bute Mills Drop-in and Bute Mills Youth Group.
- Completing any other administration tasks necessary for the day-to-day operations of Bute Mills Drop-in and Bute Mills Youth Group.

3. Support the delivery of wider youth-facing programmes at Bute Mills

3.1 To be part of the team delivering Luton Unite, a twice-monthly Christian gathering for young people across Luton led in partnership with local churches.

3.2 Support the delivery of at least one further youth-facing programme (e.g detached youth work, football project, etc) in agreement with your line manager and when capacity allows.

4. Fulfil wider responsibilities as a member of the Youthscape team

4.1 To participate, as required, in meetings, training and development, and staff activities within Youthscape, including our weekly chapels on Mondays and attendance at three 48-hour retreats each year.

4.2 To carry out any other reasonable tasks as required by your Line Manager.

Person specification

ESSENTIAL

DESIRABLE

Skills

People Skills

- Excellent interpersonal skills, including knowing how to relate to people in different contexts.
- Excellent people management skills.
- Ability to relate to young people from a variety of backgrounds, cultures, and faiths, and build appropriate, positive relationships with them.
- Strong communication skills, including oral, written, and social media.
- Ability to set and maintain strong boundaries with young people and manage challenging behaviour.
- Ability to work effectively as part of a team.

Strategic Skills

- Ability to initiate, create, implement, and develop fresh projects and activities that meet the needs of young people.
- Ability to manage different elements of projects and programmes to ensure smooth delivery.
- Ability to multi-task and manage competing priorities.
- Ability to assess situations and make decisions confidently and efficiently.
- Excellent administrative skills, including ability to manage own time.
- High standard of computer literacy.

Personal Skills

- Strong Christian faith.
- Gracious, compassionate, and accepting of others regardless of faith, ethnicity, culture, socio-economic status, gender, or background.
- Honest and with high integrity.
- Motivated, committed, and tenacious.
- Efficient, takes initiative, and manages self effectively.

ESSENTIAL

DESIRABLE

Knowledge

- Awareness and understanding of youth culture and current issues facing young people.
- Awareness and understanding of specific issues faced by vulnerable young people.
- Awareness and understanding of general safeguarding practices and procedures when working with young people.
- Awareness and understanding of structure and operation of local authorities, churches, education, and other services for young people.

- Awareness and understanding of CCE and CSE, and how to support young people experiencing exploitation.
- Awareness and understanding of mental and emotional wellbeing issues, and how to support young people who are struggling in these areas.

Experience

- At least three years direct experience working with young people in a open-access setting.
- Experience of managing a drop-in programme or similar.
- Experience of direct work with vulnerable young people.
- Experience of developing, implementing, leading, and managing youth work projects and programmes in a open-access setting.
- Experience of working with young people in a faith setting.
- Experience of dealing with and managing challenging behaviour in a range of youth work settings.
- Experience of liaising and working with other professional services and practitioners to develop and deliver youth work projects and programmes.

- Experience of working with looked-after young people, young people at risk of CCE and CSE, young people with SEND, and young refugees.

Values and ethos

- There is an occupational requirement for this role to be held by a practicing Christian.
- The successful candidate will be willing to live locally.

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Transport

- Hold a full UK driving licence and own a car that can be used for work as an independent means of transport.



Terms of employment

This role will be part of the Youthscape Luton Team and line managed by the Head of Luton Youth Work.

The role is full time (40 hours a week).

Based: In Luton on a flexible contract (up to 30% of hours can be worked from home following probation period and agreement from your line manager).

The role also requires attendance at our shared team activities like our retreats, Satellites festival and the National Youth Ministry Weekend.

The salary for this role is from £31,500 - £33,500 depending on experience.

There is a requirement that the role be held by a Christian.

Youthscape offer an employer's contributory pension scheme for all staff and a wide range of employee benefits including:

- 25 days paid holiday (plus bank holidays) rising to 27 days after three years and 30 days after five years service.
- Additional annual salary increases within a pay band.
- Three staff retreats each year.
- £300 annual training allowance to be spent by employee plus access to fund for formal qualifications.
- Apple Macbook Pro provided and available for personal use.
- 24 weeks of paid maternity leave (12 weeks full pay, 12 weeks half pay) and 4 weeks of paid paternity leave (see our terms and conditions for details).
- 4 week paid sabbatical for longer serving staff.

How to apply

We welcome questions and scoping conversations from anyone interested in the role. If you would like to know more about what the role would be like on a day to day basis, or discuss whether the role might be suitable for you, please get in touch with Jemimah Allen, Director of Youthwork and Resources, at jemimah.allen@youthscape.co.uk) or Gemma Milligan, Head of Luton Youth Work, at gemma.milligan@youthscape.co.uk)

Applications must be made by midnight, 29th November.

You should download the Youthscape application form from our website and send the completed form, together with a short covering letter, to mulkina.mackay@youthscape.co.uk. Mulkina can also address any questions about the application process or any difficulties in completing the form.

A selection of candidates will be invited to interviews on December 5th in Luton.



Youthscape

Youthscape is working to see every young person in the UK reached with the transforming love of God. We believe that this will only be achieved through the renewal of the local church's engagement with those young people; a church inspired and equipped with vision, research, skills and resources. This means that our primary focus is on inspiring, resourcing and training churches for the task of reaching young people.

We are youth workers. For more than 30 years, we have worked directly with young people and churches in our home town of Luton, Bedfordshire, and our work continues to flow out of this direct experience. Our vision to inspire the church and reach young people is rooted in both passion and practice.

We will engage three key groups through our work. We will invest in youth leaders, resourcing them for their task, training them to work innovatively with the emerging generation, and helping them to keep going for the long haul. We will seek to inspire and train church leaders to create a context for great youth work. And we will work directly with young people, both in Luton – where we continue to model excellent youth work - and nationally through events and resources which help to embed teenagers in their local church.

We will know that we are succeeding when more churches are growing because they prioritise the welcome and support of young people, and when more young people are finding a home in the Christian faith.



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WISDOM IS POWER

TALK IS FREE

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Youthscape

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