

YOUTH ELEMENTS CIC

SUPPORT YOUTH WORKER

Role Profile & Person Specification



Job Details

Job Title	Support Youth Worker
Responsible to	Youth Lead
Location	Longsight, Manchester, with occasional work across Manchester where required
Contract	Sessional / self-employed contractor
Hours	Flexible sessional hours, primarily evenings, with opportunities during school holidays, weekends, trips and community events
Sessional Fee	To be confirmed
Deadline	Thursday 3 September 2026 6pm
Number of roles available	3

Overview of the Role

Youth Elements CIC is looking for enthusiastic, reliable and passionate Support Youth Workers to join our growing youth work team. This opportunity is suitable for people who already hold a Level 2 Youth Work qualification, as well as people who are newer to youth work but have relevant experience, the right values and a genuine interest in developing a career working with young people.

You may have gained relevant experience through volunteering, mentoring, sports, education, community work, arts, coaching or another role supporting young people. Working alongside our Youth Lead and wider team, you will help us deliver safe, engaging and inclusive youth provision for young people aged 11-24.

Purpose of the Role

The Support Youth Worker will work alongside and under the direction of the Youth Lead to provide high-quality youth work that supports young people's personal, social and emotional development. You will help create a safe and welcoming environment where young people feel listened to, respected, valued and encouraged to participate.

Key Roles and Responsibilities

- Support the delivery of engaging youth sessions for young people aged 11-24.
- Build positive, professional and trusted relationships with young people.
- Help create safe, welcoming, inclusive and youth-led environments.
- Encourage young people to participate in activities and have a meaningful voice in shaping the provision.
- Support young people's confidence, wellbeing, resilience, independence and personal development.
- Help plan and facilitate activities, workshops, discussions and informal learning opportunities.
- Encourage positive relationships, respect and appropriate behaviour within sessions.
- Engage young people from a diverse range of backgrounds, experiences and needs.

- Recognise when a young person may need additional support and raise concerns where appropriate.
- Support trips, community activities, events, outreach and holiday provision as required.
- Assist with session set-up and pack-down.
- Maintain accurate attendance and relevant session records.
- Contribute to monitoring, evaluation, feedback and evidence of impact.
- Participate in team briefings, debriefs, supervision, training and development.
- Work positively with the Youth Lead, other youth workers, volunteers and partner organisations.
- Follow Youth Elements policies, procedures and professional standards at all times.

Safeguarding Responsibilities

Safeguarding is an essential part of this role and everyone's responsibility. The Support Youth Worker will:

- Promote the safety, welfare and wellbeing of young people at all times.
- Understand and follow Youth Elements safeguarding policies and reporting procedures.
- Recognise and respond appropriately to safeguarding concerns or disclosures.
- Report concerns promptly to the appropriate safeguarding lead.
- Maintain appropriate professional boundaries with young people.
- Handle information confidentially and understand when information must be shared to protect a young person.
- Complete required safeguarding training and keep knowledge up to date.

This role is subject to an Enhanced DBS check, satisfactory references and Youth Elements' safer recruitment procedures.

Person Specification

Essential

- Experience of working, volunteering or engaging positively with young people, or clear transferable experience and potential to develop in the field of youth work.
- A genuine passion for supporting young people aged 11-24.
- Ability to build positive, appropriate and trusting relationships with young people.
- Good communication and interpersonal skills.
- Understanding of the importance of safeguarding, confidentiality and professional boundaries.
- Reliable, responsible and punctual approach to work.
- Ability to work effectively as part of a team and under the direction of the Youth Lead.
- Willingness to learn, reflect and participate in training and supervision.
- Ability to follow organisational policies, procedures and instructions.
- Commitment to equality, diversity and inclusion.
- Ability and willingness to work flexibly, particularly evenings.
- Commitment to Youth Elements' mission, values and youth-led approach.

Desirable

- Level 2 Youth Work qualification or currently working towards a recognised youth work qualification.
- Experience within open-access youth provision.
- Experience of community, outreach or detached youth work.
- Safeguarding training.
- First Aid qualification.
- Mental health or wellbeing training.

- Experience or skills in sports, arts, music, media, cooking or other activities that could enhance youth provision.
- Experience working with young people from diverse or marginalised communities.
- Knowledge of current issues affecting young people.
- Full UK driving licence and access to a vehicle, or ability to travel independently when required.

New to Youth Work?

You do not have to be a qualified youth worker to apply. We are keen to hear from people who have the right values, relevant experience, potential and a serious interest in developing a career in youth work. Developing workers will work alongside experienced practitioners and will receive appropriate guidance, supervision and opportunities to develop their practice.

For Youth Elements, it is important that you can connect with young people, listen, learn, work safely and bring the right attitude - not simply that you have a long list of qualifications.

Personal Qualities and Values

- Approachable, respectful and able to relate positively to young people.
- Enthusiastic, patient and non-judgemental.
- Reliable, accountable and professional.
- Creative and willing to try new approaches.
- Reflective, open to feedback and committed to learning.
- Passionate about helping young people thrive.
- Committed to youth voice, inclusion and equality.
- Committed to high-quality and safe youth work.

Additional Requirements

Youth work takes place when young people are available, so applicants must be willing to work flexibly. Most sessions will take place during evenings, with additional opportunities during school holidays, weekends, trips and community events. Sessional workers will be engaged according to programme need and hours are not guaranteed.

- Comply with Youth Elements policies and procedures, including Safeguarding, Equality, Diversity & Inclusion, Data Protection and Health & Safety.
- Participate in mandatory training, supervision and team development as required.
- Maintain confidentiality and appropriate professional standards.
- Represent Youth Elements positively when working with young people, families, partners and the wider community.

Our Approach to Recruitment

We recognise that there are different routes into youth work. We welcome applications from Level 2 Youth Workers and from people at an earlier stage of their youth work career who demonstrate the values, potential, relevant experience and commitment we are looking for. The level of responsibility given within sessions will reflect each worker's qualifications, experience, competence and development needs.