

BURY METROPOLITAN BOROUGH COUNCIL

JOB DESCRIPTION

Post Title Youth Engagement Practitioner	
Division/Section: Children & Young People Service	Establishment/Post Number:
Location: Whilst you will be allocated an initial team base, you must be prepared to work within the community and any other establishment within the Borough.	Post Grade: Grade 7
Special Conditions of Service: Car User Allowance will be payable Required to work flexibly between 7am and 8pm; including weekend working on a rota basis.	Post Hours: flexible
General Purpose of Post: As a youth engagement practitioner within the keeping families together team, you will play a pivotal role in supporting and engaging with children and young people who are experiencing difficulties at home. You will build meaningful relationships with young people to understand their challenges and aspirations, and you will be responsible for engaging young people in positive activities. You will provide guidance, mentorship and support to the young people you are working with helping them to develop skills and achieve their goals. The team will work with children and young people between the ages of 8 and 18, along with their families for between 6 to 12 weeks. You will be allocated a small number of children / young people to work with and will be guided by the lead family practitioner, regarding what issues or difficulties have been identified for the child or young person. At times you may be required to facilitate some small group activities with children or young people designed to engage and support them by addressing their needs and interests. You will work closely with the family practitioners in the team and support them at times to undertake joint home visits to see children and families. The role will be flexible, and the hours of work will be evenings between 4pm and 8pm or Saturday's between 9am and 5pm on a shift rota basis. You will work directly with Children and Young People, gaining insight into their lived experience and developing interventions to improve outcomes. You will work closely with the allocated social work / Early Help teams, internal colleagues and partners to take a whole family approach to prevention and intervention and work across services to effect positive changes.	
Accountable to: Director of Children's Social Care & Early Help	
Immediately Responsible to: Senior Family Practitioner	
Immediately Responsible for: N/A	

Relationships: (Internal and External)

Internal

With other Childrens' Services staff

External

With those children, young people and their families who are in receipt of services.

With staff in other sections/departments of the Local Authority as appropriate.

With Health Authority personnel, including health visitors, school nurses and GP's.

With staff in relevant statutory and voluntary organisations.

With members of the Council, and members of the public and the local community.

Control of Resources

- To work within controlled budgets.
- Use of office equipment e.g. Laptop, PC, mobile phone
- To adhere to health and safety policies

Main Duties and Responsibilities

- To be allocated a small number of children & young people to engage them in positive activities.
- To build relationships with children & young people, capturing their voice and supporting them to make positive changes.
- To support the family practitioners and undertake joint home visits to see children, young people and their families.
- Collaborate with internal and community organisations to link children & young people into universal and / or targeted group sessions or activities.
- To complete recording on case files that is accurate and evidences the voice of the child throughout intervention and planning.
- Support children & young people to build resilience and develop coping strategies.
- To ensure children and their parents have the opportunity to contribute to the development of the service.
- To effectively utilise supervision to discuss casework, training or any other issues as appropriate.
- To ensure adherence to council policies and guidelines.
- To contribute to team meetings and the planning process
- To participate in appropriate training and development programmes

Where an employee is asked to undertake duties other than those specified directly in his/her Job Description, such duties shall be discussed with the employee concerned who may have his/her Trade Union representative present if so desired.

Job Description prepared by:	Sign:	Date:
Agreed correct by Postholder:	Sign:	Date:
Agreed correct by Supervisor/Manager	Sign:	Date:

DEPARTMENT FOR CHILDREN & YOUNG PEOPLE
Person Specification: Youth Engagement Practitioner

CORE BEHAVIOURS FOR THE POST (Please tick those relevant)			
Commercial Thinking & Analysis		Planning	✓
Customer Service	✓	Developing Self & Others	✓
Delivering Results	✓	Teams, Networking & Partnerships	✓
Values, Ethics & Diversity	✓	Adapting to Change	✓
Delivering a Quality Service (Continuous Improvement)	✓		

SHORT LISTING CRITERIA	Essential	Desirable
<i>Qualifications</i>		
<i>Experience</i>		
Experience in working with vulnerable children, young people and their families		✓
Experience of assessing, planning and working with children and families in a multi-disciplinary context		✓
Experience of lone working and adhering to safe working practices		✓
Experience of working with children & young people engaging them in positive activities.		✓
Experience and/or training in working with children		✓
<i>Knowledge & Understanding</i>		
Understanding of child development and issues that may require a specialist service or intervention.	✓	
Understanding of risk-taking behaviours and how this impacts on children, young people and their families	✓	
Understanding of the importance of equality, diversity and anti-oppressive practice in the provision of care	✓	
Excellent understanding of safeguarding practice and application of continuum of need thresholds.	✓	
Knowledge of how community-based services can be used to bring change to families lives	✓	
Thorough knowledge of child development and attachment theory		✓
Understanding of Adverse Childhood Experiences and how this can impact on families	✓	
<i>Other</i>		
Willing to work in a flexible manner outside of normal office hours where required	✓	
Willing to undertake training / professional development as required	✓	

CRITERIA FOR INTERVIEW AND OTHER ASSESSMENT METHODS

The short-listing criteria listed plus the following:

ASSESSMENT METHOD	CRITERIA
Interview / Assessment	Skilled in observation, and analysing interactions ensuring that accurate records and client confidentiality is maintained
Interview / Assessment	Capacity to develop and maintain professional relationships
Interview / Assessment	Ability to undertake evidence-based assessments and make appropriate recommendations
Interview / Assessment	Ability to prioritise and work effectively
Interview / Assessment	Ability of influencing others, giving examples of communication style, negotiating techniques and leadership abilities, including managing conflict
Interview / Assessment	Capacity to practice ways of working with people that will motivate and empower
Interview / Assessment	Ability to promote creative solution to meet the individual need
Interview / Assessment	Ability to work in partnership with parents/carers ensuring children's needs are met

The post holder is responsible for Employees Duties as specified with the Corporate and Departmental Health and Safety Policies.

Bury Council is committed to equality, diversity and inclusion, and expects all staff to comply with its equality related policies/procedures, and to treat others with fairness and respect.

As an employee of Bury Council you have a responsibility for, and must be committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults and for ensuring that they are protected from harm.

As an employee of Bury Council you should contribute to a culture that values and supports the physical and emotional wellbeing of your colleagues.