



PERSON SPECIFICATION

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| Job title | Young People's Project Worker |
| Location | A Way Out, Stockton and the Tees Valley |
| Hours | 35 hours a week. This post may require some out of hours, evening and weekend work from time to time. |
| Reports to | Unity Service Manager |
| Ethos of AWO | <p>A Way Out is a charity with a difference.</p> <p>We are an outreach and prevention charity working with the most disadvantaged and excluded women, families and young people. We engage, empower, equip and enable to prevent further harm, exploitation and life limiting choices and behaviours.</p> <p>A Way Out is not a “three strikes and you are out” charity, but one that works patiently and tirelessly with love, hope and freedom at the core, which motivates us to “go the extra mile”.</p> <p>A Way Out believes in meeting people where they are, building hope and trust by empowering choices.</p> |
| Job Summary | <p>As a Young People's Project Worker at A Way Out, you will be an integral part of our team, working collaboratively to achieve defined project outcomes. Your primary focus will be on providing support to young people aged 13 – 25 who have mental health needs, who may experience multiple disadvantages, be at risk of abuse, harm or exploitation, gendered violence, and those who are transitioning between children and adult services. You will conduct initial assessments, develop referral pathways, and advocate for young people to ensure they build resilience, develop emotional well-being, and access appropriate support. Your role will also involve performance monitoring, case management, and engagement with other local organisations to provide comprehensive and integrated support. There may also be some limited opportunities to work outside the 13-25 age group.</p> <p>It is an Occupational Requirement that applications for this post are open to women only, as permitted under Schedule 9, Part 1, or the Equality Act 2010. Enhanced DBS checks will be required.</p> |

| Evidence of meeting the selection criteria will be assessed via: application(A) interview/exercise(IE) or during probation period(P) | A | IE | P |
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| The person will have the following qualifications, knowledge and experience: | | | |
| <ul style="list-style-type: none"> • Level 3 (NVQ or A level) or equivalent in social care or another relevant discipline or equivalent (may consider non-related Level 3 qualification or equivalent and relevant work experience). | X | X | |
| <ul style="list-style-type: none"> • Have knowledge of the issues facing young women transitioning from child to adult service provision. | X | X | X |
| <ul style="list-style-type: none"> • Knowledge and experience of Safeguarding, Risk Assessment and Health and Safety practice (and willingness to undertake any further relevant training). | X | X | X |
| <ul style="list-style-type: none"> • A good understanding/experience of the issues facing young people and the process of engaging them into a variety of recovery services. | X | X | X |
| <ul style="list-style-type: none"> • Knowledge and relevant experience of working from a trauma informed, gender informed, person centered perspective. | X | X | X |
| <ul style="list-style-type: none"> • Relevant experience in providing support to young women with mental health needs, working with disadvantaged young people or similar service delivery in statutory and voluntary settings | X | X | X |
| <ul style="list-style-type: none"> • Care coordination or a support worker role, within either a statutory or voluntary sector organisation. | X | X | X |
| <ul style="list-style-type: none"> • Knowledge of coordinating activities for people who are neurodiverse. | X | X | X |
| <ul style="list-style-type: none"> • Relevant experience of developing interventions and outreach initiatives to meet the needs of young people in a variety of settings. | X | X | X |
| <ul style="list-style-type: none"> • Knowledge of the impact of Child Sexual Exploitation (CSE), sexual exploitation and knowledge of patterns of behaviours of perpetrators. | X | X | X |
| <ul style="list-style-type: none"> • Knowledge of a range of support services for young people including those with disabilities. | X | X | X |
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| <ul style="list-style-type: none"> Identifying and assessing need using screening and assessment tools, specifically designed for individuals with disabilities to empower them. | X | X | X |
| <ul style="list-style-type: none"> Knowledge and experience of motivational engagement & behavioral change approaches. | X | X | X |
| <ul style="list-style-type: none"> Experience in identifying and assessing need using screening and assessment tools. | X | X | X |
| <ul style="list-style-type: none"> Relevant experience of taking a multi-agency approach and working in partnership with public and voluntary sector organisations. | X | X | X |
| <ul style="list-style-type: none"> Experience of working to targets. | X | X | X |
| <ul style="list-style-type: none"> Experience in using Microsoft Office Word, Outlook, Excel. | | | |
| The person will have the following skills and abilities: | | | |
| <ul style="list-style-type: none"> Sound value base and understanding of neurodiversity. | X | X | X |
| <ul style="list-style-type: none"> Ability to communicate in a variety of different ways, using a variety of different tools (where appropriate) and have the ability to easily build and maintain rapport with individuals. | X | X | X |
| <ul style="list-style-type: none"> Excellent written and spoken communications skills, including the ability to work accessibly and inclusively. | X | X | X |
| <ul style="list-style-type: none"> Working within a trauma and gender informed approach, having the ability to see and understand the individual, not just the behaviour or disability. | X | X | X |
| <ul style="list-style-type: none"> Be able to manage relevant stressful situations in a confident & controlled manner. | X | X | X |
| <ul style="list-style-type: none"> The ability to plan their own work, set priorities and complete them and meet deadlines, within given timescales. | X | X | X |
| <ul style="list-style-type: none"> Be able to work alone and use their initiative and work within in a team. | X | X | X |
| <ul style="list-style-type: none"> Have good organisational and planning skills. | X | X | X |
| <ul style="list-style-type: none"> Ability to facilitate change and empower service users by developing their confidence, awareness, knowledge and skills. | X | X | X |

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| <ul style="list-style-type: none"> • Passionate about working with disadvantaged and at risk young people. | X | X | X |
| <ul style="list-style-type: none"> • Flexible and adaptable to working with a range of service users and in different contexts. | X | X | X |
| <ul style="list-style-type: none"> • Confidence and resilience to use professional challenge appropriately in order to achieve the best results for clients. | X | X | X |
| <ul style="list-style-type: none"> • Hold a clean manual driving licence and has use of a car. | X | X | X |
| <ul style="list-style-type: none"> • Able to work within and uphold the organisation's values & Christian ethos. | X | X | X |
| The following would be desirable: | | | |
| <ul style="list-style-type: none"> • Experience of working within the voluntary sector. | X | X | X |
| <ul style="list-style-type: none"> • Experience of managing challenging behaviour. | X | X | X |
| <ul style="list-style-type: none"> • Understanding of safeguarding when working with individuals with disabilities/difficulties. | X | X | X |
| <ul style="list-style-type: none"> • Understanding of equal opportunities and the ability to work in a way that puts equal opportunities into practice. | X | X | X |
| <ul style="list-style-type: none"> • Training within motivational interviewing or psychotherapeutic interventions. | X | X | X |
| <ul style="list-style-type: none"> • Experience of working with young girls and women who have experienced gender-based violence and sexual abuse/ exploitation. | X | X | X |