



Application Pack

Lead Group Worker – Open Access Youth Work

Empower young voices, join The Junction's dynamic team!

Dear Applicant,

Are you passionate about making a lasting impact on the lives of young people in Darlington? The Junction, a leading charity known for nurturing youth potential, seeks a driven and resourceful Lead Group Worker to join our dedicated team. Lead and co-facilitate weekly youth club sessions (2 hours each) in a positive and supportive environment. Through diverse activities, you'll inspire and empower young people to express themselves, build positive relationships, and reach their full potential.

If you have a proven track record of:

- Enthusiastically engaging young people and fostering a sense of belonging.
- Leading and guiding group sessions with creativity and responsiveness.
- Collaborating effectively with young people, volunteers, and colleagues.
- Prioritizing safety and well-being by upholding safeguarding procedures.

... then we encourage you to apply!

Ready to make a real difference in the lives of young people? Download the application pack at <https://thejunctionfoundation.com/recruitment/> and submit it by **9am Friday 30th May 2025**
Interviews will be held on **Friday 06th June 2025**

We look forward to hearing from you!

Sincerely,

Beth Major

Chief Executive Officer

Lead Group Worker - Job description

Empower young voices and make a lasting impact! The Junction, a respected charity known for nurturing youth potential, seeks a driven Lead Group Worker to join our new team. Lead and co-facilitate weekly youth club sessions (at 2 hours each) in a supportive and engaging environment for young people.

Your Impact:

- **Lead the Way:** Enthusiastically oversee session planning, execution, and evaluation, ensuring engaging and impactful experiences for young people. You'll use a creative and responsive approach, adapting activities based on their interests and needs.
- **Inspire & Connect:** Actively engage young people through diverse activities, like arts workshops, sports sessions, and discussions, fostering positive relationships and a sense of belonging. This role will empower young people to reach their full potential.
- **Safeguard & Advocate:** Prioritise safety by monitoring for concerns, enforcing safeguarding policies, and advocating for young people's well-being.
- **Teamwork Makes the Dream Work:** Lead and collaborate effectively with young people, volunteers, Youth Support Workers, and Junction colleagues. Participate in team meetings, share ideas, and contribute to a positive team dynamic.
- **Grow & Develop:** Regularly participate in supervision and professional development opportunities to continuously enhance your skills and build your youth work expertise.

What you bring:

- Experience of enthusiastically working with young people and a familiarity with youth work principles.
- Strong leadership and teamworking skills.
- Excellent communication and interpersonal skills to build rapport with young people and colleagues.
- In-depth understanding of safeguarding procedures and child protection policies.

Benefits:

- £27,586 per annum, pro rata.
- Be part of a dynamic team passionate about youth empowerment.
- Make a real difference in the lives of young people.
- Work in a fun, young person focused environment. With a vibrant and supportive team atmosphere alongside passionate colleagues.
- Ongoing learning and development opportunities.

The Junction: An inclusive employer valuing diverse backgrounds and abilities. Disability confident and committed to reasonable adjustments. Dedicated to safeguarding children and young people.

Ready to join our vibrant team and make a lasting impact on young lives? Apply now!

Person Specification:

Lead Group Worker – Darlington Open Access Youth Work	Essential	Desirable	Proposed Selection Method
Qualifications and Training			
JNC level 2 Youth Work (or relevant field for example social work, teaching, criminology etc with significant experience of working with young people in informal settings)	X		A/I
Experience			
Experience of supporting children and young people in group situations	X		A/I
Experience of working within relevant fields and their associated best practice guidance/ quality standards (Youth Work, one to one, targeted support)	X		A/I
Evidence of working with children and young people with a range of needs, issues and experiences (with particular reference to informal environments and personal and social development)	X		A/I
The ability to lead small teams of staff and volunteers.		X	A/I
Experience of safeguarding and managing risk	X		A/I
Experience of managing groups of young people who may have complex needs		X	A/I
Experience of accurately recording work.	X		A/I
Evidence of service development or project leadership experience.	X		A/I
Knowledge, Skills and Abilities			
Strong Leadership skills and the ability to influence staff and volunteers	X		A/I
Ability to plan for project outcomes while allowing young people to lead and influence, taking developmental approaches	X		A/I
Ability to deal with distressing and emotive situations	X		A/I
Able to drive and understand change	X		A/I
IT skills and the ability to use Microsoft office	X		A/I
Excellent verbal and written communication skills	X		I
The ability to manage projects	X		A/I
Work related circumstance			
Ability to work flexible hours to meet the needs of the service including evening and weekend working	X		A/I
Equal opportunities and Diversity			
A commitment to equal opportunities and non-discriminatory practices	X		A/I

A = Application I = Interview T = Test P = Presentation