

HEROES PLUS

VOLUNTEER NOW
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PEACEPLUS
Northern Ireland - Ireland

Co-funded by the



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HEROES+

Youth Worker Application Pack



Dear Applicant,

Thank you for expressing your interest in a position within the HEROES+ Project at Volunteer Now. We appreciate your enthusiasm and are excited about the potential to welcome you to our dynamic team.

At HEROES+, we strongly believe in the power of collaboration and its transformative impact on young people with diverse abilities. Funded through the Special EU Programmes Body, the project is led by Mencap NI, with delivery partners across Northern Ireland, including Access Employment Limited (AEL), Bardic Educational Arts and Media (BEAM), Compass Advocacy Network (CAN), incredABLE, and Volunteer Now. HEROES+ is not just offering a job; it is presenting an opportunity for you to embark on a transformative adventure of personal and professional development. As you explore the possibilities within our project, you will realize that every detail is a canvas of growth and potential. We are actively seeking candidates ready to embrace challenges and make a meaningful impact.

At Volunteer Now, we are extremely proud of the service we provide. We have developed considerable experience in empowering the young people we work with to think, act, change, create and grow so that they can reach their full potential and achieve their aspirations.

Once again, thank you for your interest in the HEROES+ Project. We eagerly anticipate the possibility of working together to create a world where abilities shine brighter than labels.

**Jane Gribbin,
Community Engagement Manager**

OUR MISSION

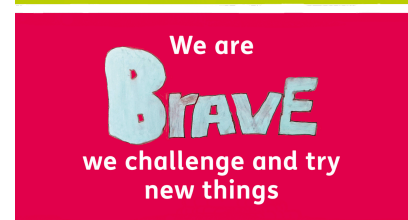
- Our vision is for the UK to be the best place in the world for people with a learning disability to live happy and healthy lives.

OUR VALUES

We have made a commitment to listen to and be led by people with a learning disability.

As a result we will make all our future decisions depending on what they tell us is important to them.

Our values are at the heart of Mencap's culture and inform how we work every day.



About Volunteer Now

Volunteer Now promotes, develops and supports volunteering across Northern Ireland. Our work enhances recognition for volunteers, provides access to opportunities and encourages people to volunteer. We provide information and support to volunteer involving organisations on volunteer management, governance and on all areas of safeguarding children, young people and adults at risk.

Our Community Engagement Team provides support to all things volunteering. We work with individuals and organisations to promote and encourage volunteering. We support organisations to make sure that they are able to involve volunteers effectively.

<http://www.volunteernow.co.uk/volunteering>.

Our Community Projects Team oversees a range of volunteer involving projects including befriending, driving and capacity building for older people's groups.

<https://www.volunteernow.co.uk/about/community-projects/>

We have an Events team that recruits and manages the volunteers for major events in Northern Ireland. Most recently our events team supported the Covid Vaccination Centres.

<https://www.volunteernow.co.uk/volunteering/event-volunteering/>

The Volunteer Now Safeguarding Team provides support for organisations with both child and adult safeguarding and has worked across Ireland and the UK.

<https://www.volunteernow.co.uk/organisations/safeguarding/>

Volunteer Now Enterprises Ltd (VNE) is a social enterprise company which supports the work and activities of the charity, Volunteer Now.

<https://www.volunteernow.co.uk/volunteer-now-enterprises-ltd/>

Our Organisational Values

Excellence & Creativity

We strive for excellence and creativity in all that we do, recognising that each person's contribution is valuable.



Collaboration & Teamwork

We value working with others, building and maintaining effective partnerships.



We celebrate diversity and promote inclusion to build a culture based on due regard for others.

Respect & Inclusion



We focus on the achievement of positive outcomes for everyone involved in volunteering and apply recognised safeguarding principles to our work.

Beneficiaries & Safeguarding

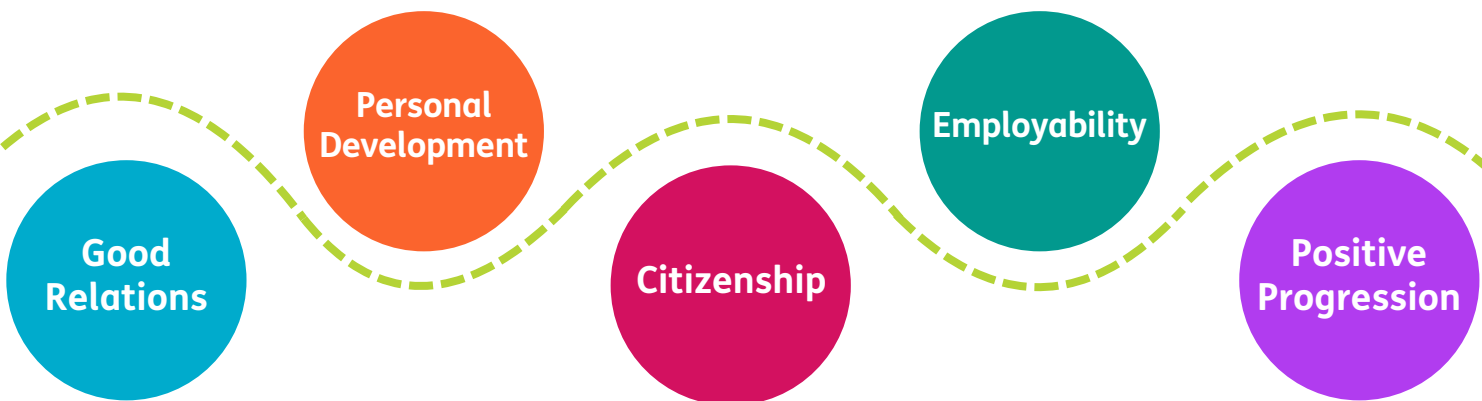
ABOUT HEROES+



HEROES+ is an exciting new project for young people aged 14-24 with a learning disability/additional needs and/or who are excluded from school, providing innovative, transformative programmes that inspire them develop their potential, contribute to building an inclusive society and be future community peace builders.

Funded by PEACEPLUS through the Special EU Programmes Body, the HEROES+ project partnership of Mencap NI, Access Employment Limited (AEL), Bardic Educational Arts and Media (BEAM), Compass Advocacy Network (CAN), incredABLE, and Volunteer Now strongly believe in the power of collaboration and its transformative impact on young people with diverse abilities.

PROGRAMME OUTCOME AREAS



Through our delivery, HEROES+ will offer opportunities for:

Groupwork

Educational Visits

Residentials

Qualifications & Short Courses

Social & Outdoor Activities

Mentoring

Arts & Creativity

Volunteering

Social Action Projects

ABOUT

THE ROLE OF A YOUTH WORKER

The Youth Worker will:

- Be responsible for the successful delivery of HEROES+ in line with the project outcomes and targets.
- Support young people in EOTAS centres through their engagement on HEROES+, empowering them to reach their full potential and achieve their individual aspirations
- Co-produce programmes of work with young people to support the achievement of HEROES+ project outcomes
- Promote a range of local activities for young people in support of their personal progression.
- Be responsible for the recruitment of young people to participate in the project



MAIN PURPOSE:

- To facilitate programmes and activities for young people with learning disability and/or additional needs which will enhance their skills and knowledge and provide exciting opportunities for them to access the core themes of Good Relations, Personal Development, Employability, Citizenship and Positive Progression
- To work in partnership with HEROES+ youth work team and delivery partners
- Contribute to the successful delivery of HEROES+. Within Volunteer Now this will take place in EOTAS centres throughout NI

HOW TO APPLY

HEROES+ operates as a collaborative effort involving Mencap NI, Access Employment Limited (AEL), Bardic Educational Arts and Media (BEAM), Compass Advocacy Network (CAN), incredABLE, and Volunteer Now. We may exchange information about potential candidates with other organisations within the partnership throughout the recruitment process.

TO APPLY:

Kindly submit your application form ensuring that you complete all sections.

**Application forms can be received from
Kelli.Cleland@volunteernow.co.uk**

Please note that this post covers NI and programmes will be delivered in partnership with EOTAS centres. The main office base will be Belfast.

FURTHER INFORMATION

We are committed to safeguarding children and young people and to ensuring equal opportunity for all applicants.

EQUAL OPPORTUNITIES

Mencap NI is an Equal Opportunities Employer and all applications for employment are considered strictly on the basis of merit

DISABILITY

In accordance with the Disability Discrimination Act a person is disabled if they have, or have had, “a physical or mental impairment which has, or has had, a substantial and long term adverse effect on your ability to carry out normal day to day activities”.

If you consider yourself to have a disability relevant to the position for which you are applying, please contact our recruitment team in 01733 246699 so that we can process your application fairly, make any specific arrangements for your interview, and make any necessary reasonable adjustments or adaptations, or provide any aids to assist you in completing the duties of the post if appointed.

ACCESS NI (CRIMINAL CONVICTIONS CHECK)

All successful applicants will be required to complete an Enhanced Disclosure through Access NI.

**For more information please contact:
Jane Gribbin,
Community Engagement Manager
jane.gribbin@volunteernow.co.uk**

**Volunteer Now
The Skainos Centre
239 Newtownards Road
Belfast
BT4 1AF**



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The HEROES+ Project is a project supported by PEACEPLUS, a programme managed by the Special EU Programmes Body (SEUPB).

JOB DESCRIPTION

Responsible to: Community Engagement Manager
Salary: £25,974 pa

Summary of Main Responsibilities

The youth worker will be responsible for supporting young people through Volunteer Now's youth work programmes, namely Heroes+, helping them to achieve the outcomes that are right for them and to achieve the range of programme targets. The youth worker will promote a range of activities with young people and develop programmes of work with them to support them to realise their personal development goals. The youth worker will deliver project outcomes and targets including those relating to budgetary, monitoring and reporting requirements.

Main Areas of Responsibility

- The promotion of the project and recruitment of project participants (mainly within the EOTAS centres)
- Direct support to young people both individually and in a group environment engaging and communicating with them in an open, friendly and business like way.
- Carry out individual risk assessments and adopt a shared risk approach to working with young people with a diverse set of needs.
- Facilitating individual personal development with young people by energising and stimulating their creative and innovative capacities and fostering a sense of direction.
- Adopting a co-design approach to programme delivery with young people, project partners and key stakeholders.
- Supervise and manage assistant youth workers and project volunteers.
- Delivery of youthwork programmes and interventions based on youth work models to young people primarily within educational outreach settings.
- Carry out baseline assessments of young people's strengths, life skills and experiences, attitudes towards good relations and diversity.
- Report against project targets and outcomes using agreed processes and timeframes.
- Work as part of a team to gather best practice stories and inform project development and evaluation.
- Undertake activities that ensure Volunteer Now makes a significant contribution to the increase of youth volunteering and youth social action activity in Northern Ireland.
- Promote and support youth volunteering and youth social action in particular delivery of a #iwill movement, and other youth work /recognition programmes.
- Deliver youth work programmes (including residential) that support young people to deliver youth social action/youth volunteering programmes that meet youth work policy and practice standards.
- Support increased recognition and value for youth social action and volunteering.
- Contribute to the effective use and development of Be Collective, Volunteer Now databases, website and other media forms.
- To contribute to health and safety of staff and programme participants.

JOB DESCRIPTION

Operational Contribution

- Contribute to organisational planning, particularly in relation to relevant areas of work.
- Contribute to effective teamwork within the Engagement Directorate and across the organisation.
- Gather and feedback information to assist with monitoring of young people's individual progress and learning outcomes and evaluation of project activity.
- Complete information report against project targets and outcomes using agreed processes and timeframes.

Business Development

- Proactively identify, seek out and build appropriate partnerships.
- Identify opportunities for improvement across the business unit.

Any other duties

- Contribute to effective communication across the organisation.
- Work within and contribute to the aims and objectives of the organisation.
- Undertake such other reasonable duties as may from time to time be required.

Contract of Employment:

Fixed Term for three years (with possible extension subject to funding)

Holidays:

22 days per annum (incremental depending on length of service). In addition, statutory/public holidays in accordance with Volunteer Now policy will also be granted.

Pension:

A flexible retirement pension scheme is provided with Volunteer Now contributing 4.5% of gross salary per annum. You are eligible to join the scheme once probationary period is completed satisfactorily.

Hours of Employment:

35 hours per week. Reasonable hours outside this (the nature of the work means that evening and weekend work will be required during events therefore the working hours will be across Monday-Sunday, as applicable) are required to fulfil the obligations associated with the post.

Travel & Subsistence:

Current rates are available from the Corporate Services Manager.

Location:

NI wide programme with primary office base in Belfast. Other bases are in Enniskillen and Newry. A hybrid working policy is in place to facilitate home working as part of this post.

PERSON SPECIFICATION

Applicants must have demonstrable evidence of the following qualifications, core competencies and additional requirements:

Qualifications

A qualification in professional youth work or five years' experience in supporting young people in a youth work setting within the last 7 years.

Additional requirements

- **2 years' experience of working with young people in a youth setting if citing you have a youth work qualification.**
- **A strong awareness and understanding of equal opportunities and the ability to translate these into effective action.**
- **Experience of working directly with young people who experience barriers in relation to social, communication and/or learning challenges.**
- **Ability to deliver training workshops with groups of young people**
- **Knowledge of health and safety practices and processes**
- **Experience of delivering programmes of personal development, lifeskills and/or accredited training.**
- **Experience of managing external relationships, staff and volunteers**
- **Ability to demonstrate commitment to our organisational values.**
- **Hold a full driving licence and/or access to a form of transport which will enable the post holder to carry out the duties of the post effectively.**
- **Ability to use basic IT packages.**

Desirable:

- **A youth work qualification**
- **Understanding of barriers facing young people with social, communication or learning difficulties and how these can be overcome.**
- **Knowledge of relevant local community networks and provision for young people**
- **A strong understanding of the issues facing young people with social, communication or learning difficulties and how these can be overcome.**
- **Awareness and enthusiasm for inclusive practices**
- **Experience of supporting the delivery of youth social action programmes**
- **Experience of planning and organising activities or events**
- **Experience of record keeping and evaluation**