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**Youth Key Worker - Person Specification**

**All criteria are essential unless otherwise stated**

**Attributes and personal qualities**

1. A passion for working with young people and a belief in the power of relationship-led practice as a tool for change;
2. Excellent relational skills and the ability to handle sensitive and challenging issues with patience, tact and diplomacy;
3. Creative and uses initiative. Open to challenge, embraces problem solving;
4. Enthusiastic and positive, able to come up with innovative ideas and see these through into projects;
5. A great communicator and team player, passionate about working with others to get things done;
6. Self-confident and practical, able to take ownership and drive tasks to completion, seeking support where needed;
7. Excellent attention to detail;
8. High levels of emotional resilience;
9. A sense of playfulness and humour to meet the engagement needs of adolescents.

**Skills and experiences**

1. An understanding of adolescence, particularly in the context of unaddressed childhood adversity and unmet emotional difficulties;
2. Ability to work in partnership with a variety of agencies, advocating for young people and brokering support for them;
3. Experience of working individually and in group settings with young people;
4. Proven ability to be responsive to need as it arises, including moments of emotional dysregulation and crisis for young people;
5. Ability and willingness to engage in teamwork and to support the creation of a collective culture and values base for the project;
6. Knowledge and understanding of legislation around safeguarding, in the areas of both children and adults;
7. Good verbal and written communication skills and the ability to write accurate reports;
8. Experience of managing and recruiting volunteers (desirable)
9. Level 4 qualification in a related field (Youth Work, Education or Social Work) desirable, although relevant experience of direct work with young people will be considered (desirable);
10. Therapeutic qualifications and experience (desirable);
11. Understanding of restorative justice models (desirable);
12. Ability to bring practical or artistic skills to your key worker role to share with young people (desirable);
13. Understanding of the complexities of youth homelessness legislation and practice (desirable);
14. Previous experience of fundraising or bid writing (desirable).

**Other:**

1. Willingness to engage in regular reflective practice, including clinical supervision
2. Willingness to be on our out of hours calls rota, and to occasionally work unsociable hours.