



Lesbian, gay, bisexual and trans+ people in the South West

Registered charity 1171878

YAY LGBTQ+ Youth Worker

- Hours:** 3.5 hours per week on Tuesday evenings +
3.5 hours once per calendar month on Saturday afternoons +
Occasional staff meetings will also be required
Activity days / evenings will also be available as overtime
- Salary:** £11.00 p/hour
- Based in:** Truro, Cornwall with some travel occasionally
- Start date:** Date to be agreed with successful candidate (November 2022)
- Contract:** Permanent (following successful probationary period)

Job Purpose

We are looking for a qualified professional youth worker to join the Intercom Team to support LGBTQ+ young people who attend our YAY youth group in Truro. The young people are aged 13 – 25 with a wide variety of needs and experiences.

Together with another qualified youth worker and some volunteer support, you will run drop in and theme-based sessions and activities, normally based in Intercom's Truro Office.

Usual working hours will be:

- Weekly Youth Group on **Tuesday evenings** - 5.45pm – 9.15pm (3.5hrs)
- Monthly Youth Group on **Saturday afternoons** - 3.45pm – 7.15pm (3.5 hrs)
- Occasional additional days / evenings as available

Job Purpose and Duties

- Create an empowering, non-judgemental, positive, and welcoming atmosphere within YAY youth group.
- Support LGBTQ+ young people in their self-development, working to promote their mental, physical and emotional health
- Establish and maintain rapport and respectful and trusting relationships with young people, volunteers and other professionals.
- Develop and delivery of face-to-face youth work alongside volunteers and lead activities for young people.

- Supervise and guide volunteers to help them meet the needs of other young people.
- To offer a support and challenge approach with young people to bring about positive change in behaviour.
- Respond to any safeguarding concerns and disclosures promptly and accurately, working within relevant Intercom policies and procedures, and escalating concerns to the designated safeguarding lead.
- Ensure confidential information is managed in accordance with relevant Intercom policies and procedures.
- Maintain project monitoring and evaluation systems, accurate and up-to-date records in respect of both individual young people and activities and provide all required reports and analyses on time and to standard.
- Help develop and maintain best practice standards and protocols for this service.
- Work collaboratively with other Intercom staff and projects and participate in Intercom team and line-management meetings and training as required.
- Promote equality of opportunity and diversity in all aspects of work.
- Adhere to our code of conduct and always represent Intercom in a professional and positive manner.
- Undertake other tasks of a similar level of responsibility as requested from time to time.

This job description outlines the duties required for the time being to indicate the level of responsibility. It is not a comprehensive or exclusive list and duties may be varied from time to time which do not change the general character of the job or the level of responsibility.

Person Specifications

The successful candidate will have:

- A qualification in Youth and Community Work or similar (Level NVQ 3 or above)
- A personal passion for LGBTQ+ equality and well-being, supported by a professional approach and excellent interpersonal skills
- Understanding and experience of youth work practice including in delivering group work.
- Experience of building positive relationships with marginalised young people
Understanding and experience of supporting young people with neurodiversity
- Knowledge and understanding of the life-issues that can affect young lesbian, gay, bisexual, and trans+ people in the region

- Knowledge and understanding of young people's development and the impact of childhood and adolescent trauma, and the drivers for young people's behaviours, including risk taking
- Up-to-date knowledge of legislation, good practice, and new and innovative ways of working within the youth sector
- Commitment to reflective practice, supervision and CPD
- A demonstrable ability to appropriately manage confidentiality, safety, and safeguarding with Young People
- A flexible and inclusive attitude at work, as well as the ability to work well as a positive member of a team
- Ability to develop and maintain good professional relationships and boundaries.
- Ability to travel independently across the county and elsewhere when required for work (use of car required).
- Desirable - BMC Walking Group Leader Qualification

All offers of employment at Intercom are subject to a satisfactory enhanced DBS (police) check, but we do not discriminate on grounds of irrelevant criminal convictions.

Intercom Trust is striving to be an Equal Opportunities employer and service provider. We make all reasonable adjustments to enable as many staff and potential staff, volunteers, and other supporters as possible to have full access to Intercom and its activities.

If you would like further information or help about access or about this post, please contact Paul Dawson, the Office Manager, or Andy Hunt, the Chief Executive Officer, at Intercom's offices below.

Contact details

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