



JOB DESCRIPTION

Job Title:	Youth Violence Prevention Co-ordinator
Reporting to:	Youth Services Manager
Location:	Salford
Salary:	£20,000 per annum
Hours:	35 hours per week

Salford Foundation is seeking to recruit an experienced Co-ordinator to support young people aged 12-18 at risk of becoming involved in gangs and organised crime. The Foundation already offers a range of services to support people at risk of becoming involved in crime. This project will seek to complement existing programmes by having a focus on tailoring interventions to tackle complex needs and support with desistance from offending, with a view to enhancing their confidence, resilience and self-esteem.

You will provide them with a range of learning and developmental opportunities, mentoring and coaching, and positive activities, designed to increase aspiration and resilience. You will support them in reducing the risk of offending and gang associations and work to prevent issues in relation to anti-social behaviour. You will assist them to improve their attendance at school or engage in alternative education or work dependent upon age, so that realistic alternatives to a criminal career are established.

In particular the Co-ordinator will be responsible for:

- Facilitating referral procedures and developing a close partnership with partners in Salford
- Completing research based evaluation tools with all young people on the programme
- Ensuring interventions are tailored to meet the needs of the individual and behaviour change is sustained long term
- Engaging in multi-agency work to meet the needs of young people and ensure that the support for a client is coherent, co-ordinated and consistent
- The recruitment and engagement of clients in the programme as per the contractual targets set by the Salford Community Safety Partnership

- Assisting in the production of an individual learning plan with each service user and the tracking and monitoring of progress and outcomes, including liaison with parents and families
- The identification or creation of appropriate opportunities and programmes to meet the development needs of service users
- The provision of personal support and advocacy to assist service users in overcoming personal issues that present as barriers to progress
- Acting as an advocate or supporter in assisting service users to better access mainstream services
- Providing small bursaries and incentives that recognise progression and re-engagement in learning
- The maintenance of relationships with key organisations in the City which work with young people on the programme
- The development and maintenance of relationships with employers, training organisations and providers as sources of expertise, opportunity and development for service users including work placements, mentor recruitment and longer term opportunities to engage in training or employment
- The capture of appropriate information to support the management information requirements of the contract
- Onward referral to specialist services when the additional needs of a young person cannot be met by this programme (e.g. CAMHS; CSE Team)
- Ensuring evaluation evidence is captured on an ongoing basis to determine the value of the service to users and as a source of management information for further programme development
- Implementing and complying with all the Foundation's policies, including the Safeguarding Policy and procedures and ground rules for implementing appropriate behaviour with children, young people and adults
- Any other duties as reasonably required by the Foundation Management Team

Person Specification

Knowledge

- Understanding of the issues and challenges facing young people, especially in relation to offending, anti-social behaviour, gang association, organised crime and domestic violence.
- Knowledge of government policy in relation to supporting young people in disadvantaged communities and community safety
- A detailed understanding of Child Protection, health and safety, and anti-discriminatory practices, particularly as it relates to this client group
- Knowledge of the range of support services for young people, young adults and their families

Experience

- Experience of working with gang-associated young people or with young people with complex needs, including involvement in the criminal justice system or anti-social behaviour
- Experience of working with multi-agency systems and protocols (e.g. information sharing; assessment tools)
- Managing projects to deadlines
- Working to personal targets
- Experience of working in education or community organisations
- Experience in the use of IT software and of Microsoft Office

Skills

- Excellent written communication and interpersonal skills
- Ability to relate well to people from a wide range of backgrounds, engage them in activities which support their development and relate sensitively and confidentially to the needs of women, and their families
- Demonstrable ability to work effectively with the most disaffected and hard-to-engage young people who have multiple and complex needs
- Ability to plan, prioritise and organise own workload
- Ability to work independently and as part of a team
- Ability to work to targets
- An empathetic approach
- A commitment to your own personal and professional development

Special Conditions

- The successful candidate will be subject to an enhanced-level DBS check
- The post-holder must hold a full driving licence and have a car available to be used for business purposes
- Successful candidates will be expected to work occasional evenings and weekends, for which time will be given back in lieu