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**Job description**

Youth Worker – Outdoor Activities – 37 hours per week

**The Organisation**

Springboard is a registered charity which aims to support the development of sustainable communities where people have the skills they need for work and life.

With nearly 50 years of leadership in the sector the organisation provides a wide range of training and community development programmes across the Northeast of England.

Springboard is an Investor in People, holds the Matrix Award for IAG and is a Disability Confident Employer.

Springboard has a dedicated adventure centre (Springboard Adventure) based within Hetton Lyons Country Park.  It is approved to deliver licensable activities under the Adventure Activity Licensing Scheme. Our alternative education programme provision is varied, exciting and impactful.

**Position Summary**

Position: Youth Worker – Outdoor Activities

Responsible to: Springboard Adventure Manager

Hours: 37 hours Monday – Friday (occasional pre-arranged weekends)

Contract: Permanent

Salary Range: £22612-£26222

Location: Hetton Lyons Country Park (all roles may have a peripatetic element due to the needs of the learners)

Leave: 25 days per annum, subject to local conditions, plus statutory holidays. The majority of holidays will be taken in school holidays.

The post is subject to DBS check. A copy of our ex offender recruitment policy and equal opportunities policy will be included in the recruitment pack.

Springboard operates in a demanding and often changing environment. Members of staff must be flexible, adaptable and willing to face up to changing circumstances and new opportunities. The following list of duties and responsibilities must therefore be taken as a guide and is not to be regarded as fully comprehensive

**About the Role**

This is a delivery level position; the delivery role is the mechanism which Springboard primarily uses to undertake its training work. You will typically work in a pair with up to 6 young people. You will deliver adventure activities that you are qualified and / or signed off to do. This will range from our licensable activities to more mainstream activities. You will be part of the Springboard Adventure team which is responsible for the day to day management of Hetton Lyons Country Park. This role will occasionally involve supporting other projects based from the centre, including environmental work and cleansing.

**Key responsibilities and accountabilities:**

* Run safe and enjoyable outdoor activities on site and across the region.
* Be involved in all aspects of the learner journey from referral to progression
* Promote positive values, attitudes and good behaviour, dealing promptly with conflict and incidents in line with established policy and encourage learners to take responsibility for their own behaviour
* Have knowledge and understanding of the complex needs of individual learners in order to successfully support them
* Promote independence and employ strategies to recognise and reward achievement of self-reliance, encouraging learners to take responsibility for their own behaviour
* Encourage learners to interact and work co-operatively with others and engage all learners in activities
* Provide information and advice to enable learners to make choices about their own learning/behaviour/attitude
* Promote the inclusion and acceptance of all learners
* Liaise sensitively and effectively with parents/carers as agreed
* Establish an innovating and creative environment in which learners demonstrate commitment to their placement, appropriate behaviour and a high level of motivation which promotes retention and attendance.
* Maintain appropriate, effective records and administration including individual progress reporting and placement review in a timely manner.
* Ability to handle stressful situations calmly and professionally.
* Carry out duties in accordance with the Quality Systems and Procedures currently in place throughout the organisation.
* Ensure the operation of efficient and safe environments and perform with due regard for the health, safety and welfare of all within the guidelines of Springboard's Health and Safety Policy
* Promote and support equality and diversity through the charity’s Equal Opportunities Policy
* Assist in marketing and promotion of Springboard programmes and services.
* To undertake other such duties which are commensurate with the post as may be required from time to time, by the Chief Executive or other Springboard Managers

**Practicalities**

* Planning and delivering in activities both in house and licensable.
* Logistics, including pick-ups, drop offs and transport between activities in company vehicles.
* Organising and procuring material for each day’s needs.
* Ensuring vehicles, premises and equipment are well monitored and maintained with any damage rectified or communicated.

**About You**

The successful candidate will be committed to supporting our most vulnerable learners who do not attend any formal educational setting. They will aim to empower young people to make personal progress engaging in positive activities to help with their next steps in education and life.

They will have an infectious passion for outdoor activities, that will inspire and encourage the young people you will work with to get involved and develop their skills.

At the heart of the role will be adventure activities and encouraging responsible risk taking.  The activities that we offer create the opportunity to create lasting change in young people’s lives.

They will use engaging and creative approaches to support learners’ gain the required skills that help them move onto their next steps addressing areas such as low self-esteem, anxiety and stress as well as managing programme transition at a pace suitable to the individual.

The successful candidate will possess excellent interpersonal and communication skills and will be flexible, forward thinking and positive. They will contribute to the maintenance of an efficient and safe environment within the guidelines of Springboards policies. They will have previous experience of working with young people in outdoor and adventurous environments.

**Person Specification**

* An infectious enthusiasm for getting people involved in outdoor activities.
* Confident with writing/reviewing risk assessments and operating processes.
* Experience of working with students with Social, Emotional and Mental Health or complex learning needs
* Ability to work independently and as part of a team
* Excellent interpersonal and communication skills
* Experience of programme planning and delivery
* Passion and enthusiasm for learner engagement
* Knowledge and understanding of safeguarding procedures
* Ability to manage behaviours effectively and positively
* A caring and sensitive attitude towards students and parents
* Initiative and ability to plan own workload
* Excellent IT skills
* Excellent presentation skills
* Attention to detail
* Flexibility and Commitment

Essential

* At least one NGB award in mountain bike leadership or paddle sport leadership. (Or working towards- please reference this on your application)
* Hold a car driving license with 6 points or less. You must of held your license for two years or more and be 21 or older.
* A relevant learner support/youth/ or educational qualification (or be working towards).
* Literacy and Numeracy qualifications at Level 2 or higher.
* Experience of working in a youth/community/educational setting
* Experience of supporting vulnerable young people with learning difficulties and emotional behavioural needs
* Competent use of Microsoft Office programs

Desirable

* First Aid Certificate
* Multiple NGB awards in a range of disciplines.
* Experience in forestry/environmental/horticulture.
* D1 holder for minibus driving