

Recruitment & Job Description Pack 2024

Outreach & Youth Engagement Worker



Join our world-changing team and be a part of our innovative local, national and international movement to put an end to urban violence, poverty, discrimination, and inequality.

Your contribution can make a significant impact on creating a better world for all.

We look forward to receiving your application.

About Us

Our Vision: A world where no young adult is left behind or living in harm and has equal access to socioeconomic opportunity and progressive mobility.

On Purpose: We deliberately find, accompany, and equip young adults to reduce harm and positively change their lives and neighbourhoods until they become independent of us.

Founded in 2001 by Tower Hamlets resident Darren Way along with a committed passionate small group of young community leaders, Streets of Growth has grown into a borough-wide and internationally linked outcome-driven organisation that is focused on tackling the root causes of harm, violence and discrimination experienced by young adults in East London.

Over the last 22 years, we have had the honour to engage and serve over 5000 young people (250 to 300 young people per year), with an 80% retention and success rate of enabling young people to develop motivation, resilience, and lifelong skills to disrupt patterns and cycles of harm and progress into positive thriving lives.

In our most recent impact review, we analysed outcomes from 127 young people referred to us in 'active crisis' – i.e., not yet ready to engage with training/employment opportunities due to high-risk factors such as Criminal exploitation, criminal behaviour, weapon carrying gang affiliation, substance use, mental health impacted by trauma. This group demonstrated a range of positive outcomes from support within six months, for example:

and targeted intervention across four core areas: Lifestyles, Environment, Education, and Career Progression. Our approach is staged-based programming for positive life outcomes.

- 73% had begun to make lifestyle changes and to move away from negative behaviours.
- 68% had received no cautions, ASB warnings or arrests for six months or more.
- 71% reported feeling more self-confident.
- 52% progressed into employment within the period.

We are not a quick-fix programme, we understand that change for the young people we engage is not linear, and we work over the long term (up to 3 years) building with each young adult a relationship of change, based on trust, honesty, safety, shared vision, joint action, and sustained progression.

Our model is called Appropriate Intervention Bridging. Our Frontline Team combines outreach

Values & Principles

Our Values: are fundamental to your work, organisational culture and practice and we work through five core values with all our young people, staff, and intentional partners.

Belonging

Through continuous outreach and connection, an Outreach and Youth Engagement Worker aims to build a sense of belonging with a Young Person. When belonging is continually practised, values such as diversity of relationships, communication, respect, safety, and inclusion are evident.

Generosity

When generosity is continually practised by the Outreach and Youth Engagement Worker, hope and empathy are demonstrated as young people develop a personal sense of worth, purpose, and value through believing they have something to give and contribute to society.

Competence

Competence means for an Outreach and Youth Engagement Worker to embrace the continual need to learn, grow, and increase their skills and expertise. To understand and support young people in their learning and growth tensions.

Interdependence

Living the value of Interdependence means consistently developing ways in which to better engage with young people, in both good and difficult situations. This is a critical part of self, organisational, and community development.

Independence

Living the value of Independence means that each one of us, in our roles, can perform our responsibilities with excellence, know when to ask for help, and commit to an intervention approach, that truly models and promotes living out of harm's way and dependency. When independence is continually practised, values such as self-awareness and personal responsibility will be more evident.



Job Description & Candidate Specification

Job Title: Youth Outreach and Engagement Worker

Contract: Permanent

Salary: £24,000 to £27,000 pro rata of 21 hrs pw.

Please Note: The starting point of the salary scale is dependent on you having evidence of extensive experience and skills in street work and detached outreach work as well as relevant frontline experience of working with at-risk young people.

Hours: 21 hours PTE (2 pm to 10 pm)

We are seeking individuals who are available to work at different times within these time ranges.

Please Note: These working hours will be worked, according to business needs and notified to you in advance. You will be required to work late afternoons, evenings, and weekends as part of your normal working week as necessitated by the needs of the business.

Reporting to: Frontline Director

Accountable to: CEO

DBS Required: Enhanced DBS.

Streets of Growth is **committed to diversity** in all that it does and **strongly encourages applications from every part of the communities we serve. All appointments are made on merit.** At Streets of Growth, we would like to encourage applications from people both with and without lived experience and/or criminal convictions. Please note that the job offer is subject to vetting and a successful candidate will be required to apply for an enhanced criminal record check through the Disclosure and Barring Service (DBS). Due to the nature of the work, you are applying for you are required to disclose any criminal convictions that you have.

Benefits Summary

- 25 annual leave days plus bank holidays per year (pro-rata for part-time staff)
- Pension scheme of up to 8% contribution
- Employee Assisted Scheme 24
- Excellent learning and training and coaching to develop technical expertise within the field of Intervention & Harm Reduction. All part-time staff will be paid for attending training and coaching sessions.
- Quality supervision and ongoing reflective practice along with an individual training budget to spend on relevant external professional development.
- Structured progression pathway within the organisation with the opportunity to progress into full-time permanent employment.
- Great Location near tubes, Spitalfields, Brick Lane and direct access to Central London

Role Purpose

Streets of Growth is seeking to employ an experienced, motivated, and personable individual to work as part of the frontline team to deliver targeted street work to engage and build relationships of trust with high-risk vulnerable young people (15-25 years), in hotspot areas known for Anti-Social Behaviour (ASB), exploitation, serious youth violence and young people that are furthest away from engaging in services. Through this role, you will work to support each young person to progress into Streets of Growth Appropriate Intervention Bridging Programme and provide the Intervention Coaches strategic interventions for each young person across 4 core areas of Lifestyle, Education, Careers and Environment with the outcome of

- Challenging negative patterns of behaviour
- Creating experience to develop critical thinking and emotional regulation skills.
- Developing critical employability skills

Working Environment Contexts:

- Work in both internal and external contexts including the streets, council estates, homes, and a wide range of organisational settings e.g. schools, youth clubs, events etc.
- You will be expected to be punctual, attend all shifts, give at least 24hr notice of emergency absence.

Physical Requirements:

- Physically fit (walking through and engaging people across various neighbourhoods within the borough during shifts).
- Working in external contexts rain or shine.
- Dress appropriately for conditions e.g., footwear, warm clothing etc.

What you will get when you join the Streets of Growth frontline team

Streets of Growth, as our value of competency demonstrates, takes all Frontline Staff professional development seriously. This is delivered via Streets of Growth's excellent in-house training in targeted intervention strategies, emotional regulation skills such as cognitive behavioural skills, and a deep understanding of how to apply our Appropriate Intervention Model (AIM). As employers we aim to ensure that you develop technical expertise to excel in the field of Intervention, outreach, and youth development.

This is complemented by a comprehensive training and supervision package including:

- 1:1 coaching and supervision with a Senior Intervention Practitioner/Manager
- Informed reflective practice sessions.
- An annual, individualised budget to spend on external training in different psychological methods of practice.
- You will also join a structured progression pathway that provides opportunities to further develop professional skills and technical expertise, informed by your own learning goals.

Main Duties & Responsibilities:

1. To understand, practice and promote the vision, mission, and values of Streets of Growth.
2. To deliver targeted street work and outreach across the borough of Tower Hamlets
3. To engage and build relationships of trust with young people at street level and in identified hotspot areas of risk.
4. To focus on targeting and engaging young people who will be challenging to engage and involved in low to high levels of anti-social behaviour, criminality, and violence.
5. To work with and engage young people in strategic interventions across Lifestyle, Enterprise/Employability, Education and Environment that constructively challenge negative patterns of behaviour, create experience for positive thinking, confidence building, entrepreneurial work skills, and tapping into the young person's ambition, potential and talent.
6. To work alongside the Intervention Coaches to progress street-engaged young people into Streets of Growth's staged-based Appropriate Intervention Bridging Programme delivered from our flagship Centre based in Aldgate East.
7. To work with the Intervention Coaching Team and Employability Team to deliver appropriate Centre-based intervention programming in our satellite sites across Tower Hamlets.
8. To deliver appropriate targeted intervention work at the street/estate level during critical incident situations in the community.
9. To work to Streets of Growth Safeguarding practice inclusive of trauma-informed practice, contextual safeguarding, and continual risk assessments.
10. To ensure accurate data input of all work with young people into Streets of Growth Case Management System, Apricot and assisting in the day-to-day organisational administrative duties as required.
11. Demonstrate mindfulness for the resources that Streets of Growth possess.
12. Fully committed to learning and practising the Streets of Growth Intervention Model, ensuring attendance to all training and professional development sessions/workshops.
13. Committed to engaging in personal and professional growth and competence development to increase capacity in your role to best serve young people.
14. You will be expected to fulfil any other duties requested by senior staff that are reasonably within the scope and level of your role.

This is a description of the job, as it is presently constituted. It is the practice of Streets of Growth to periodically examine job descriptions, update them and ensure that they relate to the job performed, or to incorporate any proposed changes. The appropriate manager in consultation with the post holder will conduct this procedure. In these circumstances, it will be the aim to reach an agreement on reasonable changes, but if an agreement is not possible Streets of Growth reserves the right to make changes to your job description following consultation.

Employee Benefit Package

- 25 days annual leave plus bank holidays each year (this is pro-rata for part-time staff)
- Pension Scheme up to 8% contribution. Pension Scheme provided by Nest Pensions
- Excellent training in Streets of Growth evidence-based change model inclusive of CBT skills training (CPD)
- Excellent on-going supervision, performance coaching and professional development coaching.
- An individualised annual training budget of up to £200 to be spent on external training in relation to professional career development e.g., psychological methods of practice.
- We offer an enhanced Employee Assistance Scheme, which provides free, 24/7 confidential helpline services (accessed either by phone and/or online) including structured counselling services and practical resources aimed to support your work-life balance.
- Structured Professional pathways through the organisation inclusive of supported development into senior and advanced practitioner roles and further progression into management positions. Progression opportunities into full-time permanent positions.
- Streets of Growth's Head Office is in a fantastic location near all major train stations, Spitalfields, Brick Lane and direct access to Central London

Person Specification

Streets of Growth has a strong organisational culture with high expectations for achievement.

The very nature of our work requires an individual who has great commitment and energy to the mission, and we are seeking a highly driven individual who is a good fit both personally and professionally for the culture of Streets of Growth.

Streets of Growth expect candidates to meet the essential criteria below.

Attributes	Essential Criteria	Desirable Criteria
Qualifications	<ul style="list-style-type: none"> • Relevant professional qualification up to at least Level 2 e.g., youth work, education, social work, youth offending etc. 	<ul style="list-style-type: none"> • Relevant professional qualifications in personal coaching, emotional / behaviour development
Experience	<ul style="list-style-type: none"> • Up to 1-year relevant experience of working with young people. • At least 12 months experience of detached outreach work with young people. 	<ul style="list-style-type: none"> • Experience of working with the statutory system in relation to court/youth justice, social services to ensure appropriate support, care, intervention, and safeguarding for young people.
Knowledge	<ul style="list-style-type: none"> • Good knowledge of good practice in relation to engaging young people. • Good knowledge of safeguarding, risk assessment and contextual safeguarding. 	<ul style="list-style-type: none"> • Understanding and experience of Modern Slavery Act and National Referral Mechanism. • Good knowledge of behaviour/emotional change work and trauma informed practice.
Skills & Abilities	<ul style="list-style-type: none"> • Demonstrable ability to engage with and build transitional relationships with young people, most particularly hard to reach individuals. 	<ul style="list-style-type: none"> • Good report writing skills. • Ability to effectively communicate with police, ASB teams and other statutory partners to

	<ul style="list-style-type: none"> • Demonstrated ability to communicate with residents and adults in the local estates. • Good communication and presentation skills. • Computer literate with the ability to use MS Office 365. • Proven ability to work as a part of a team. 	
Personal qualities	<ul style="list-style-type: none"> • A willingness to learn and develop. • A proven creative problem-solver. • A passion and commitment to work directly with young people. • Able to evidence self-motivation, initiative, and sound judgment. • Commitment to adhere and promote Streets of Growth's values and equal opportunities in relation to employment and service delivery. 	

All of the above will be assessed through the following.

- Application assessment of Personal Statement Responses and CV
- Interview process – Please note that young people will be part of the interview panel.
- Case scenario – responses
- Live outreach tour of a local estate

Application Process Information

Closing date: Monday 22nd April 2024 at 5 pm

Interviews: To be held within 2 weeks of the closing date or sooner if relevant candidates are selected.

The shortlisting, assessment and Interview process will consist of

- Review of application against Job spec criteria and response to application and personal statement questions.
- Formal interviews facilitated by an interview panel of senior staff and young leaders.
- Case Scenario presentation from candidates assessed by the Interview Panel and young leaders.
- A live tour of the local community estate, with senior staff and young leaders

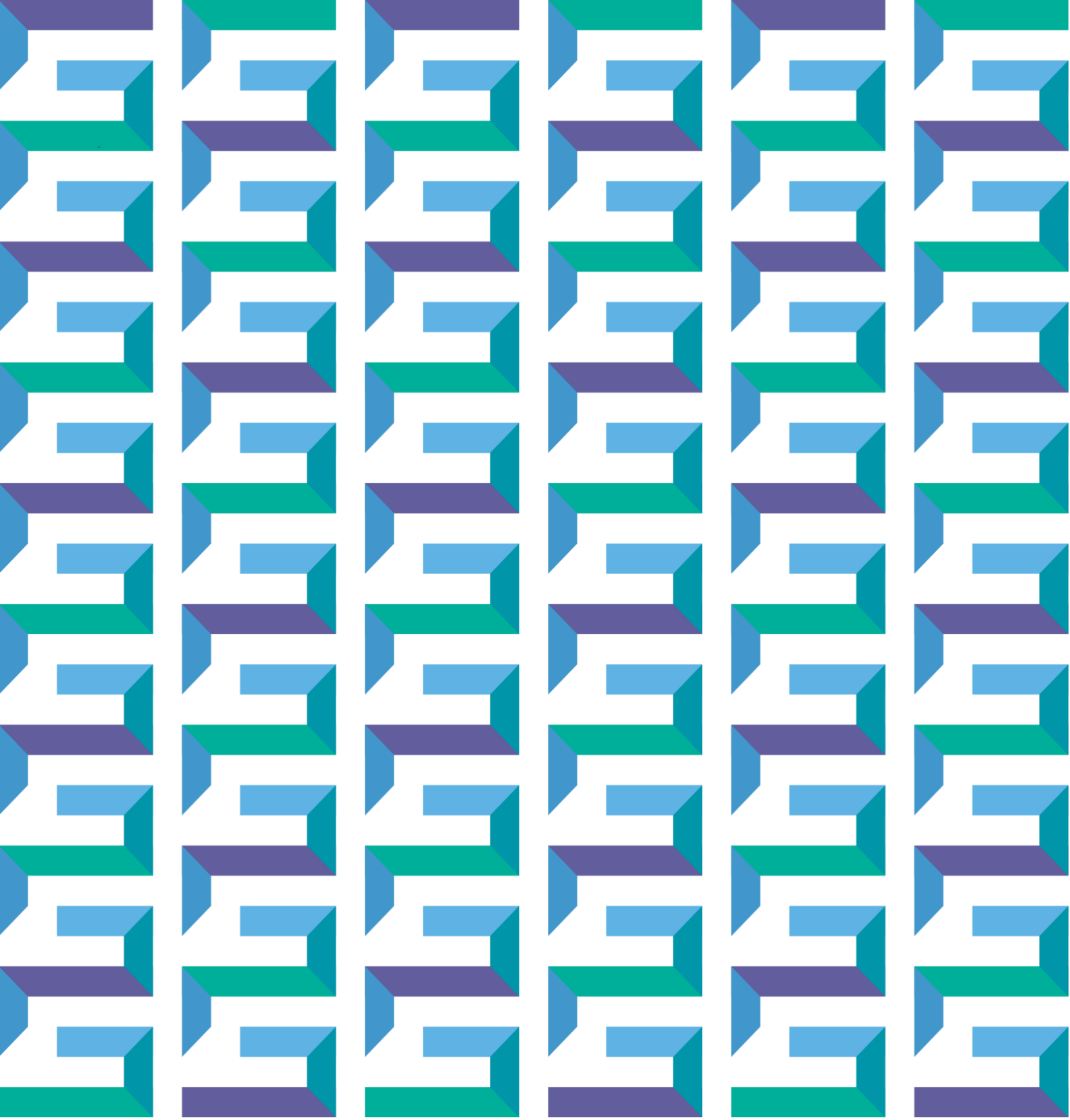
Please submit the short application form and up-to-date CV.

Whilst we will let every applicant know whether or not they are being taken forward to interview, please understand we are unable to provide feedback to candidates that have not been shortlisted.

If you have any questions, please email us at: careers@streetsofgrowth.org

Thank you!

Thank you for your interest in this role. Streets of Growth is an organisation that transforms lives. It's a remarkable charity, doing remarkable work, with a remarkable team of all sorts of different people involved. We hope you might want to become one of them and we look forward very much to hearing from you.



Streets of Growth

Hayloft Point
6 Middlesex Street
London
E1 7EX
United Kingdom

Contact

0207 515 7356
mail@streetsofgrowth.org

Stay Connected

X: @SoGrowth
Instagram: [streets.of.growth](https://www.instagram.com/streets.of.growth)