



Youth Development Worker **UNCRC – United Nations Convention on the Rights of the Child**

Responsible to: Chief Officer, YouthBorders

Hours: Part-time 14 hours per week

Hourly Rate: £15.23 per hour

Status: Fixed term contract for 1 year.

Location: Scottish Borders – part hybrid working between home and Tweed Horizons and venues across the Scottish Borders with face to face working with young people and partners

Pre-Employment Checks: PVG and Satisfactory References

Closing Date: 22/04/23

General Information:

YouthBorders, working with our partners (Scottish Borders Council (SBC) and Community Learning and Development services of SBC) are recruiting a Youth Development Worker to develop a youth research initiative focussing on the UNCRC – United Nations Convention on the Rights of the Child.

The United Nations Convention on the Rights of the Child (UNCRC) is an international human rights treaty which sets out the rights every child has.

The United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill has now passed the Scottish Parliament and will soon become Scots law. There is a need to prepare for UNCRC Incorporation into the Scottish Borders practices which could commence as early as Summer 2024.

Under the terms of the convention, governments are required to meet children's basic needs and help them reach their full potential.

The aim of the project is to recruit and work with up to 12 young people aged 14+ years facing social exclusion to undertake research as 'mystery shoppers' assessing local organisations readiness for UNCRC implementation. The young people supported by the youth development worker and colleagues from SBC CLD services will work together to undertake approximately 20 hours of accredited training to support their role. They will work to establish parameters, guidelines and focus for the research alongside the UNCRC working group, visit organisations to assess and identify whether UNCRC information is available to young people and to what extent UNCRC is applied in practice. Written reports will be produced highlighting aspects of good practice areas of improvement. Findings, learning and recommendations will be shared at



different levels across the Borders to aid the implementation of the UNCRC practice across the region.

This project is funded by Corra Foundation.

Objectives of the Role:

- To establish and provide ongoing support of an effective young people's UNCRC Research Team, operating under the governance of YouthBorders, to enhance and inform the development of UNCRC principles across the Scottish Borders
- Plan, support and aid delivery of UNCRC training in partnership with SBC and CLD services – representing YouthBorders and working in partnership to enhance awareness and understanding of UNCRC and facilitate accreditation of learning.
- Formalise with young people and partners a research program identifying key organisations and services who will engage in the research.
- Support and enable young people to develop learning and skills in group work, research and investigation, decision making and communication skills. The young people will be empowered to present and engage with senior representatives of organisations or elected members to share their findings.

Job Description:

The successful candidate will be responsible for:

- Establishing, developing, and delivering high quality youth participation and training activities with a group of young people from across the Scottish Borders. The group will operate on the principles of youth leadership and empowerment. You will be a facilitative leader of this group – creating opportunities for young people to develop their knowledge and skills as young leaders. You will support young people to achieve accredited Youth Awards e.g. Dynamic Youth Awards.
- Liaising and building positive working relations with existing and new partner agencies to investigate and enhance the principles and practices associated with UNCRC. You will be professional, strategically minded, and open to nurturing collaborative practices.
- Developing opportunities for leadership and mentoring with and for young people involved in the research group.
- Compile the research process and collate findings and learning. Work in collaboration with partners and identified organisations to share aspects of good practice and provide recommendations.
- You will be responsible for managing project budgets and costs.
- Working as part of the YouthBorders team, you will have responsibilities for social media, communications, project planning, project evaluation and project reporting in relation to the UNCRC Project.
- You will engage in learning, development, and training relevant to this role and undertake any other appropriate duties as identified by the needs of the Chief Officer.



Person Specification:

EDUCATION / QUALIFICATIONS	
<p>Essential</p> <ul style="list-style-type: none"> Educated to SCQF Level 6 or above in Youth Work or relevant related field (e.g. education, community work, youth and childhood studies) or significant practical youth work experience and a willingness to work towards qualification. 	<p>Desirable</p> <ul style="list-style-type: none"> Degree level qualification in a relevant related field (e.g. education, community work, youth and childhood, health). Membership of the CLD Standards Council.
KNOWLEDGE	
<p>Essential</p> <ul style="list-style-type: none"> Principles and values of Youth Work / Non-formal education. Principles of child protection and safeguarding of children and young people. Awareness of the United Nations Convention on the Rights of Child. An awareness and understanding of setting clear aims and objectives associated with youth service development. 	<p>Desirable</p> <ul style="list-style-type: none"> Models of youth participation, co-production, co-design, youth leadership and development. Knowledge of community-based activities for young people in the Scottish Borders. Familiarity with third sector / young people's funders and investors. Delivery of accredited learning and training – such as Youth Awards.
EXPERIENCE	
<p>Essential:</p> <ul style="list-style-type: none"> A minimum of 2-year experience of working with young people in a professional, community or education setting. Experience of supporting and developing young people as leaders. Experience of collaborative and partnership working. Excellent active listening skills in a variety of settings. Fundraising. Experience in planning, delivery and monitoring and reviewing projects. 	<p>Desirable:</p> <ul style="list-style-type: none"> Using digital technology to engage with young people. Event planning and organisation – to host and feedback event at the end of the project.



SKILLS	
<p>Essential:</p> <ul style="list-style-type: none"> • Ability to initiate, develop and sustain effective relationships with young people. • Ability to empower young people as leaders, decision-makers, and agents for change. • Excellent communication skills, particularly the ability to communicate clearly and concisely to a range of audiences. • Outstanding organisational and planning skills. • Effective time management with the ability to work under pressure. • Excellent IT and digital skills – excel, word and online forms. • Ability to assess and manage risk. • Ability to make good decisions, within delegated authority. • Ability to produce written reports. 	<p>Desirable:</p> <ul style="list-style-type: none"> • Communications and marketing including graphic design skills for social media.
PERSONAL ATTRIBUTES	
<p>Essential:</p> <ul style="list-style-type: none"> • Motivated and approachable • Professional • A team player • A tactful and diplomatic approach to dealing with sensitive and confidential information. • A flexible approach to working. • Resourceful 	
OTHER	
<ul style="list-style-type: none"> • This post necessitates daytime, evening, and occasional weekend work. We anticipate that the research Group will meet regularly; with online meetings, in-person sub-groups, and 1:1 mentoring and leadership support on a weekly or fortnightly basis. • Willing to travel within the Scottish Borders as appropriate. Holder of a clean full driver's license and with access to a car insured for business purposes. • Completion of successful Protecting Vulnerable Groups (PVG) check. • This post will be hybrid working from home and Tweed Horizons Business Centre (preferably within the Scottish Borders), but with time spent with young people and partners in person at locations across the Scottish Borders. Mileage will be paid within the Scottish Borders. 	



How to Apply:

Applications should be made using the application form provided by YouthBorders
www.youthborders.org.uk/vacancies

Closing Date: **Monday 22nd April at 12.00 noon.** Applications can be submitted by email to info@youthborders.org.uk

Interviews are expected to be held on Monday 29th April 2024.

For further information or informal enquiries about this role please contact Julia Partington, Chief Officer, YouthBorders Julia@youthborders.org.uk or 01896 808 968

About YouthBorders

YouthBorders is the network of voluntary and community-based youth organisations in the Scottish Borders, supporting and promoting good quality youth work.

As a membership organisation, YouthBorders facilitates networking opportunities and events and provides information and advice to voluntary and community-based youth organisations, their volunteers, trustees, youth workers and other partners in the community. We are recognised regionally as the strategic voice of third sector youth organisations and work closely with partners in the public sector to improve outcomes for young people.



YouthBorders is a Company Ltd by Guarantee with Charitable Status: SC313338. Scottish Charity Number: SC037680

Address: YouthBorders, Room 2, Tweed Horizons Business Centre, Newtown St Boswells, TD6 0SG

Phone: 01896 808968 **Email:** info@youthborders.org.uk **Web:** www.youthborders.org.uk

Instagram: Youth.Borders **Twitter:** @YouthBorders **Facebook:** facebook.com/YouthBorders

