**Scale E Youth Worker Person Specification;**

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| Requirement | Essential | Desirable |
| Qualifications | Minimum of Level 3 Youth Work | Degree in Community and Youth Work |
| Experience | Experience of working directly with young people in a youth work setting | Supervising staff and volunteers |
| Experience of working in a team and being an effective team member | Experience of working with challenging behaviour |
| Skills and Abilities | Excellent verbal & written communication skills and listening skills |  |
| Ability to build and sustain relationships with young people |  |
| Excellent IT and good social media skills |  |
| Ability to manage time effectively |  |
| Ability to maintain records and evaluate sessions |  |
| Ability to plan and deliver programmes |  |
| Knowledge and Understanding | Have an understanding or the YMCA’s organisational vision and values |  |
| Knowledge and understanding of the issues facing young people | Have a good knowledge of support services for young people around issues such as housing, benefits, mental health |
| An understanding of equal opportunities and a commitment to anti-discriminatory practices |  |
| Personal Attributes | Able to work evenings Monday to Friday and occasional weekends as required , |  |
| Open, friendly and non-judgemental |  |
| Positive attitude and enthusiastic |  |
| Willing to undertake appropriate training |  |
| Hold a valid driving license |  |