



Youth Development Facilitator

Hours:	35 hours per week. Occasional weekend and evening work
Contract:	Permanent
Salary:	£32,717 - £33,862 per annum dependent on experience plus 5% pension contribution
Annual Leave:	28 days per year pro rata (increasing by one day per year until you reach a maximum of 33)
Location:	You will be based at Share Brixton, WeAre336, 336 Brixton Road, SW9 7AA and Share Clapham Junction 64 Altenburg Gardens, London SW11 1JL with occasional need to travel to other sites/the community.
Line Manager:	Head of Volunteering and Community Services

About us

At Share, we're passionate about supporting disabled people to set their own goals for learning and life and then helping them to achieve their aspirations. The majority of our students are people with learning disabilities and/or autism. We offer a range of training, employment, personal development, and leisure opportunities. Our focus is on social and economic inclusion of disabled people in the community through supporting them to be more independent, have better health and wellbeing, and move towards employment.

The role

This is an exciting opportunity to develop, plan and facilitate a new youth development programme at Share. You will work closely with students as well as internal and external teams to develop a programme of activities which support young adults recently transitioned to Share. You will support progression pathways for young people with a learning disability and/or are autistic, aged 18-30, many of whom have whom have recently left college. Some have mental ill-health and physical and sensory health challenges.

You will develop and guide students through learning modules covering key themes to support their progression and move on steps - including employment and volunteering, digital skills and online safety; friends, social and community relationships; independent living, and good health. You will use your creativity to design practical, interactive and creative learning sessions including opportunities to work towards an accreditation. All activities will support our students to reach their dreams and aspirations and prepare them for their next steps. Activities will take place within the community as well as at our training centres. This post requires an energetic, flexible and proactive approach to work.

Who we are looking for

You will have a good understanding of the challenges faced by adults with learning disabilities and a strong commitment to the inclusion of disabled people in all aspects of life. You will have experience of working with young people, you will be passionate about delivering quality services and making the right decisions for young people. You will have experience of planning and facilitating inclusive sessions to meet a variety of needs, this should ideally be in one or more of the following areas - community youth work, informal learning provision, employment, or SEN education.

You will have excellent planning and time management skills, with the ability to meet deadlines and targets. You will take a collaborative and empowering approach, working with students, partners and volunteers to plan and deliver person centred services. We are looking for individuals who engage in challenges with optimism and resilience, who are adaptable and flexible, and are creative and innovative.

Main Responsibilities

- To think creatively when planning and facilitating the programme using technology, and SEN and youth work methodologies to inform programme development - ultimately supporting students' learning goal and progression pathways
- To work with each young person to understand their individual preferences, strengths, and support needs, and develop an accessible action plan with an appropriate pathway of support
- To develop positive rapport with the diverse students on our Youth Development programme. This will include using aids to communication, including Makaton and using digital apps
- To develop awareness of sensory preferences and other needs to promote a positive and inclusive environment for individual students on the autistic spectrum
- Work to strengthen our local community and youth networks identifying and developing partnerships with like-minded organisation to broaden the scope of opportunities we offer to students
- Follow Share's health and safety procedures and best practice, including carrying out risk assessments where required and ensuring the safety of students whilst attending sport sessions and trips
- To maintain a record of daily activities using various digital media such as photos and videos, and communicate progress at agreed intervals to support network, including reviewing and recording the students' progress monthly, and maintaining computerised student records
- Support the recruitment and retention of regular volunteers that support your groups, by following best practice as guided by the Volunteer Coordinator
- To work as an active, supportive and flexible member of the Share team
- Produce case studies to demonstrate the impact of our work
- To work at all times within a framework of equality of opportunity and in a way that values each student
- To undertake any training that may be required in order to fulfil the role as effectively as possible including courses to update knowledge in best practice in autism, Safeguarding of Vulnerable Adults, Makaton and Basic Food Hygiene
- To attend and take part in Share staff meetings, one-to-one meetings with your line manager, organisational events and external events as required
- To undertake any other tasks as may reasonably be required

Person Specification

Essential experience

1. Experience of facilitating skills development in at least one of the following settings – informal learning provision (Sports/Arts/Outdoors or Community), SEN, Youth Work, or Employment training
2. Experience of planning and coordinating inclusive youth-focused activities, achieving targets, and ensuring a good attention to detail
3. Experience of providing advice, guidance and support to young people to live independent, autonomous and happy lives

Essential Skills and knowledge

1. Strong understanding of the challenges our target group face including a good awareness of the kinds of support young disabled people may need to succeed in employment and adulthood
2. Excellent planning, organisational and time management skills and the ability to manage multiple priorities and achieve given deadlines

3. Ability to build trusted and positive rapport with young people with a learning disability and/or autism and establish appropriate boundaries
4. Ability to produce clear, well-presented, concise reports and session plans and use digital technologies and databases effectively
5. Knowledge about best practice in autism and supporting adults with learning disabilities
6. Great listening, communication and facilitation skills, including the ability to communicate with those who are non-verbal

Essential Personal Qualities

1. A strong commitment to the inclusion of disabled young people from a wide range of backgrounds in all aspects of life
2. A strong team-player who enjoys working with others to achieve goals and can build good working relationships with staff, partners, volunteers, families/carers and members
3. An energetic, flexible and conscientious approach to work
4. An ability to solve problems creatively, explore options and manage tricky situations

Desirable

1. Knowledge of relevant, local community networks and provision for young people
2. Proficiency in Makaton

How to apply

We actively encourage applications from people from minoritised ethnic communities and with lived experience of a learning disability and/or autism. This is because we believe our staff should reflect the diversity of our student body wherever possible in order to provide the best possible service.

To apply for this role, please send us your CV and a cover letter addressing the three questions below:

1. What are three qualities that make you an excellent Youth Development Facilitator?
2. What relevant experience do you have of planning and facilitating skills development programmes for young adults (preferable with those with a learning disability or autistic young adults)?
3. How would you develop the Youth Development programme at Share?

Please send us your CV and cover letter to hadmin@sharecommunity.org.uk or apply through our website.

If you would like to have chat about the role or visit us prior to applying, please contact a member of the HR team at hadmin@sharecommunity.org.uk

We focus on ability and believe people work best when they feel valued, safe and happy. We do all that we can to make sure that Share is friendly and welcoming to everyone. All CVs and applications are sanitised to ensure unbiased recruitment.

This job is subject to two satisfactory references, evidence of qualifications, an enhanced DBS check and providing evidence of the right to work in the UK. If you are disabled and would like to discuss other ways of submitting your application, please contact us on 020 7924 2949.

Our privacy policy for job applicants can be found on our website.

We look forward to receiving your application.

