



## ROLE DESCRIPTION

### Youth Support Worker

<b>Position</b>	Youth Support Worker
<b>Accountable To</b>	Head of Youth Service and Clinical Lead, Zachary Geddis Trust
<b>Links To</b>	Adult Service   Administrative Team   Volunteer Team   External Partners
<b>Location</b>	Unit 1–3, Loughanhill Industrial Estate, Gateside Road, Coleraine, BT52 2NR (with community and school-based outreach)
<b>Hours of Work</b>	12 hours per week (part-time, days and hours to be agreed)
<b>Salary</b>	£9,453 per annum / £15.25 per hour (NJC Scale Point 5, pro rata)
<b>Contract Type</b>	Fixed-term (subject to funding)

## PURPOSE OF THE ROLE

The Youth Support Worker will provide compassionate, person-centred support to children, young people aged 5–17, and their families experiencing poor mental health, emotional distress, or reduced wellbeing. Working across both the Trust's Coleraine base and community and school-based settings, the post-holder will deliver early intervention, group work, and one-to-one support that helps young people and families build resilience, develop coping strategies, and access the help they need.

This role is central to the Trust's commitment to early intervention and prevention, ensuring that children, young people, and families across Causeway Coast and Glens can access timely, meaningful support before difficulties escalate.

## KEY DUTIES & RESPONSIBILITIES

### Direct Support — Young People and Families

- Provide one-to-one emotional and well-being support to young people aged 5–17 experiencing anxiety, low mood, behavioural difficulties, social isolation, or emotional distress.
- Offer practical and emotional support to parents and carers, helping them to understand and respond to their child's mental health and wellbeing needs.
- Facilitate and co-deliver group work programmes focused on resilience, emotional regulation, peer connection, and coping strategies for young people and families.
- Support the delivery of creative and holistic wellbeing activities - including drawing and talking therapy. Lego therapy groups, art mentoring and supporting our Little Superstars Summer Scheme.
- Conduct initial assessments and contribute to the development of appropriate, person-centred support plans in consultation with the Clinical Lead.
- Maintain accurate, confidential records of all client interactions in line with GDPR, organisational policy, and safeguarding requirements.

### Community and Outreach

- Deliver outreach support in schools, community centres, and other local settings, building trusted relationships with young people and families in their own environment.



- Participate in action days, drop-in sessions, and community events, extending the Trust's reach into rural and harder-to-access areas of the borough.
- Develop and maintain positive working relationships with schools, family support services, statutory agencies, and community organisations to support joined-up care.
- Contribute to workshops, information sessions, and awareness-raising activities that reduce stigma and encourage early help-seeking among young people and families.

### **Safeguarding and Quality**

- Act as an active member of the Trust's safeguarding framework, adhering at all times to child protection policies, procedures, and legislation.
- Identify and escalate safeguarding concerns promptly and appropriately in line with Trust policy and statutory requirements.
- Promote the safety, dignity, and well-being of every young person and family member at all times.
- Contribute to the ongoing monitoring and evaluation of the Youth Service, including collecting feedback and reporting on outcomes.

### **Team and Organisational Contribution**

- Work collaboratively as part of the Trust's multidisciplinary team, attending team meetings and contributing to service development discussions.
- Support volunteers working within the Youth Service, promoting a welcoming and inclusive team culture.
- Uphold and actively promote the values, ethos, and policies of the Zachary Geddis Trust in all aspects of your work.
- Undertake any other relevant duties commensurate with the post as may be required from time to time.

*The above is given as a broad range of duties and is not intended as a complete description of all tasks.*



## ROLE SPECIFICATION

### Youth Support Worker

Applicants must be able to clearly demonstrate how they meet the criteria required for this position.

Criteria	Essential for Shortlisting	Evidenced at Interview	Desirable
<b>Qualifications &amp; Training</b>			
A relevant qualification at Level 3 or above in Youth Work, Health and Social Care, Childcare, Psychology, or a related field; OR demonstrated equivalent experience in a relevant role.	✓		
Evidence of Continuing Professional Development or relevant training (e.g. mental health awareness, trauma-informed practice, safeguarding).	✓		
A recognised counselling, youth work, or mental health qualification at HNC/HND level or above.			✓
Current First Aid certificate.			✓
<b>Experience</b>			
Demonstrable experience of working directly with children, young people, and/or families in a support, care, or community setting.	✓		
Experience of delivering group work, activities, or programmes for young people.		✓	
Experience of working with young people experiencing mental health difficulties, emotional distress, or behavioural challenges.		✓	
Experience of outreach or community-based work, including in rural or hard-to-reach settings.		✓	
Experience of working within a voluntary or third-sector organisation.			✓
<b>Knowledge, Skills and Abilities</b>			
Good working knowledge of child protection and safeguarding legislation and practice in Northern Ireland.	✓		
Understanding of common mental health presentations in children and young people, including anxiety, low mood, and emotional dysregulation.	✓		
Ability to build positive, trusting relationships with young people, parents, and carers across diverse backgrounds.	✓		
Strong written and verbal communication skills, including the ability to maintain clear and accurate records.	✓		



Ability to work as part of a team and independently, managing own caseload and time effectively. ✓

IT literacy including use of standard Microsoft Office applications. ✓

Knowledge of the local community and statutory/voluntary services available in Causeway Coast and Glens.

### Personal Attributes

Genuine commitment to the values and ethos of the Zachary Geddis Trust — compassion, inclusion, and community. ✓

Warm, empathetic, and non-judgemental approach to young people and families from all backgrounds. ✓

Resilient, reflective, and able to maintain professional boundaries in a demanding environment. ✓

Flexible and adaptable, with the ability to work across different settings and respond to changing needs. ✓

Willingness to undertake further training and professional development as required. ✓

Clean driving licence and access to a car (essential for outreach and community work). ✓

*The Zachary Geddis Trust reserves the right to enhance the criteria for short-listing purposes in the event of a large number of applications being received.*



## GENERAL TERMS & CONDITIONS

### Youth Support Worker

<b>Contract Type</b>	Fixed-term contract (may be extended depending on funding available)
<b>Hours of Work</b>	12 hours per week (part-time, days and hours to be agreed)
<b>Location</b>	The Zachary Geddis Trust, Coleraine, with community and school-based outreach across Causeway Coast and Glens
<b>Salary</b>	£9,453 per annum / £15.25 per hour (NJC Scale Point 5, pro rata)
<b>Holidays</b>	23 days leave (including statutory days) pro rata

## STAFF SUPPORT

- Comprehensive induction including safeguarding, child protection, and organisational orientation.
- Regular line management and supervision with the Head of Youth Service and Clinical Lead.
- Access to clinical oversight and reflective practice support.
- Team Wellbeing, Training and Development, and Family Friendly policies in place.
- Ongoing CPD opportunities aligned to the needs of the role.

## DATA PROTECTION

The data contained in your application form will only be used for the purpose of progressing this employment application. We will not disclose its contents to a third party unless we believe it is lawful to do so.

- Sensitive personal data on the monitoring form will only be used to comply with statutory requirements.
- We do not collect more information than we need and will not retain it longer than necessary.
- Applications will be held confidentially for one year if unsuccessful.
- If successful, records will be retained during and after employment for as long as required to meet regulatory, funding, or legal obligations.

## CRIMINAL RECORD

Having a criminal record does not necessarily debar an individual from working with The Zachary Geddis Trust. This will depend on the nature of the position and the circumstances and background of any offence. Given the nature of this post, an Enhanced Access NI Disclosure Check (including barred list check) will be required prior to appointment. Any declared criminal record will be discussed with the successful candidate before a conditional offer is made.



## APPLICATION & INTERVIEW PROCESS

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- Complete all sections of the application form and return to the Zachary Geddis Trust on or before the closing date. CVs will not normally be accepted.
- Incomplete or late applications will NOT be accepted.
- The Fair Employment Monitoring Questionnaire should be returned with your application in a separate sealed envelope.
- Shortlisting will be based on the evidence provided in your application form which satisfactorily demonstrates how and to what extent you meet the criteria. The recruitment panel will not make assumptions as to your qualifications, experience, or knowledge.
- Candidates who meet the shortlisting criteria will be invited to attend for interview.

**Please note — appointment is subject to:**

- Receipt of satisfactory references.
- Verification of training and qualifications.
- Enhanced Access NI Disclosure Check (including barred list) - see Access NI Code of Practice for more information.
- Induction process and probationary period.