



PERSON SPECIFICATION

Job title	Young People's Project Worker
Location	A Way Out, Stockton and the Tees Valley
Hours	35 hours a week. This post may require some out of hours, evening and weekend work from time to time.
Reports to	Unity Service Manager
Ethos of AWO	<p>A Way Out is a charity with a difference.</p> <p>We are an outreach and prevention charity working with the most disadvantaged and excluded women, families and young people. We engage, empower, equip and enable to prevent further harm, exploitation and life limiting choices and behaviours.</p> <p>A Way Out is not a “three strikes and you are out” charity, but one that works patiently and tirelessly with love, hope and freedom at the core, which motivates us to “go the extra mile”.</p> <p>A Way Out believes in meeting people where they are, building hope and trust by empowering choices.</p>
Job Summary	<p>As a Young People's Project Worker at A Way Out, you will be an integral part of our team, working collaboratively to achieve defined project outcomes. Your primary focus will be on providing support to young people aged 16 – 25 who have mental health needs, who may experience multiple disadvantages, be at risk of abuse, harm or exploitation, gendered violence, and those who are transitioning between children and adult services. You will conduct initial assessments, develop referral pathways, and advocate for young people to ensure they build resilience, develop emotional well-being, and access appropriate support. Your role will also involve performance monitoring, case management, and engagement with other local organisations to provide comprehensive and integrated support. There may also be some limited opportunities to work outside the 16-25 age group.</p> <p>It is an Occupational Requirement that applications for this post are open to women only, as permitted under Schedule 9, Part 1, or the Equality Act 2010. Enhanced DBS checks will be required.</p>

<ul style="list-style-type: none"> Identifying and assessing need using screening and assessment tools, specifically designed for individuals with disabilities to empower them. 	X	X	X
<ul style="list-style-type: none"> Knowledge and experience of motivational engagement & behavioral change approaches. 	X	X	X
<ul style="list-style-type: none"> Experience in identifying and assessing need using screening and assessment tools. 	X	X	X
<ul style="list-style-type: none"> Relevant experience of taking a multi-agency approach and working in partnership with public and voluntary sector organisations. 	X	X	X
<ul style="list-style-type: none"> Experience of working to targets. 	X	X	X
<ul style="list-style-type: none"> Experience in using Microsoft Office Word, Outlook, Excel. 			
The person will have the following skills and abilities:			
<ul style="list-style-type: none"> Sound value base and understanding of neurodiversity. 	X	X	X
<ul style="list-style-type: none"> Ability to communicate in a variety of different ways, using a variety of different tools (where appropriate) and have the ability to easily build and maintain rapport with individuals. 	X	X	X
<ul style="list-style-type: none"> Excellent written and spoken communications skills, including the ability to work accessibly and inclusively. 	X	X	X
<ul style="list-style-type: none"> Working within a trauma and gender informed approach, having the ability to see and understand the individual, not just the behaviour or disability. 	X	X	X
<ul style="list-style-type: none"> Be able to manage relevant stressful situations in a confident & controlled manner. 	X	X	X
<ul style="list-style-type: none"> The ability to plan their own work, set priorities and complete them and meet deadlines, within given timescales. 	X	X	X
<ul style="list-style-type: none"> Be able to work alone and use their initiative and work within in a team. 	X	X	X
<ul style="list-style-type: none"> Have good organisational and planning skills. 	X	X	X
<ul style="list-style-type: none"> Ability to facilitate change and empower service users by developing their confidence, awareness, knowledge and skills. 	X	X	X

<ul style="list-style-type: none"> • Passionate about working with disadvantaged and at risk young people. 	X	X	X
<ul style="list-style-type: none"> • Flexible and adaptable to working with a range of service users and in different contexts. 	X	X	X
<ul style="list-style-type: none"> • Confidence and resilience to use professional challenge appropriately in order to achieve the best results for clients. 	X	X	X
<ul style="list-style-type: none"> • Hold a clean manual driving licence and has use of a car. 	X	X	X
<ul style="list-style-type: none"> • Able to work within and uphold the organisation's values & Christian ethos. 	X	X	X
The following would be desirable:			
<ul style="list-style-type: none"> • Experience of working within the voluntary sector. 	X	X	X
<ul style="list-style-type: none"> • Experience of managing challenging behaviour. 	X	X	X
<ul style="list-style-type: none"> • Understanding of safeguarding when working with individuals with disabilities/difficulties. 	X	X	X
<ul style="list-style-type: none"> • Understanding of equal opportunities and the ability to work in a way that puts equal opportunities into practice. 	X	X	X
<ul style="list-style-type: none"> • Training within motivational interviewing or psychotherapeutic interventions. 	X	X	X
<ul style="list-style-type: none"> • Experience of working with young girls and women who have experienced gender-based violence and sexual abuse/ exploitation. 	X	X	X