



A LIFETIME OF EQUALITY, RESPECT AND **LOVE** FOR CARE EXPERIENCED PEOPLE

Who Cares? Scotland Job Specification

Post Title:	Development Officer (Youth Participation + Engagement)
Salary range	£21,858 – £28,230 per annum (SCP 23 – 31)
Hours of work	35 hours per week
Type of contract	Permanent
Area	South Lanarkshire
Base location	High Patrick Street, Hamilton
Responsible to	Advocacy and Participation Manager, Lanarkshire
Last update	March 2019
Application closes	Friday 10 th May, at 12 noon
Interviews	Thursday 23 rd May, in Bellshill

Introduction

Who Cares? Scotland is Scotland's only national independent membership organisation for care experienced people. We want to secure a lifetime of equality, respect and love for care experienced people by 2022 in Scotland.

Who Cares? Scotland is the national voluntary organisation working with and for children and young people who are in care or have experienced care. We provide a range of advocacy and participation services across Scotland. We provide independent advocacy support for individual children. We also create and support a range of opportunities for children and young people with experience of care to come together and work together to have their voices heard by leaders and decision-makers in order to create positive change – the focus of this particular post in South Lanarkshire.

Purpose of the post

The post is focussed on facilitating the participation and engagement of care-experienced children and young people from South Lanarkshire in the development of the Champions

Board approach in partnership with South Lanarkshire Council. The intention is to create an environment where the voices, views and experiences of care experienced children and young people are heard by senior leaders, and key Corporate Parents helping to bring about positive change.

The post holder will utilise and create opportunities for participation and engagement activities and projects with care experienced young people - whilst supporting a range of PR, awareness-raising, events and other activities. Core engagement and participation activities will involve: issue based group work; creative based group work; and focus groups, forums and events, both one-off and longer term in duration. The post holder will need to utilise youth work and/or community engagement skills to undertake the role. It will involve working closely with organisational partners, different services within the Local Authority and other public services in order to create new opportunities or develop existing ones.

The post-holder will be joining Who Cares? Scotland at an exciting time, when the voice of those who are in or have experienced care is growing rapidly across Scotland - bringing with it insight, challenge, hope and change. They will be joining a growing and dynamic team.

Main Duties and Responsibilities

Youth engagement and participation

1. To work closely with partners to deliver a programme of engagement and participation activities for care experienced young people in South Lanarkshire.
2. To ensure that the networks through which care experienced young people can connect, develop and grow as individuals are maximised.
3. To utilise a range of communications channels and networks to promote engagement and participation materials to care experienced young people.
4. To develop accessible and applicable youth work tools and session plans/activities.
5. To work effectively with partners and Who Cares? Scotland colleagues to involve and engage a growing number of children and young people with experience of care.

Youth engagement and participation

6. To implement and support the development of good practice, policies and procedures in relation to young people and their participation and engagement.
7. To coordinate, develop and monitor opportunities for young people's development.

Partnership working

8. To develop and maintain good working relationships with relevant organisations, across South Lanarkshire, including the Local Authority, other Public Sector Corporate Parents and the Third Sector.

Information, awareness-raising and promotion

9. To disseminate awareness-raising materials to a wide range of audiences
10. To promote the participation and engagement programme

Monitoring and evaluation

11. To ensure the funding requirements are met and that the impact of the work is recorded, monitored and evaluated.
12. To provide reports as required in relation to the participation and engagement programme.

Communication

The post holder will have key contacts with:

- Young people
- Organisational partners across South Lanarkshire (Local Authority; other public sector Corporate Parents; the Third Sector)
- The broader Who Cares? Scotland team, both in Lanarkshire Locality, and across Scotland
- National networks supporting the development of effective Champions Board activity in South Lanarkshire

Teamwork is important to the smooth running of the organisation and all team members are required to play an active part. This, alongside strong individual initiative, will be crucial for the effective operation and imaginative development of the work.

Attitudes and values

Commitment to:

- Children's rights
- Working inclusively with an understanding of equal opportunities practices
- Belief that young people can make transformative change happen in their lives if given the opportunity.
- Working in partnership with young people, empowering them to make decisions about their own lives
- Developing best practice through regular supervision and training opportunities
- Inter-agency, inter-disciplinary working to improve outcomes for children and young people

Working environment

Flexibility will be required given the remit of the role. Some evening and weekend work will be necessary. A full driving licence and access to transport is required.

Essential knowledge, skills and experience

Qualifications:

- A relevant qualification, to a minimum standard of HNC/SVQ 3 (SCQF level 7) in a discipline related to working with children and young people, or equivalent work experience.
- A current full driving licence.

Knowledge:

Demonstrable knowledge of:

- The issues affecting young people who are in care or leaving care
- The care system in Scotland
- Children's rights and Child protection issues
- Current policy and practice in relation to children and young people encountering the care system
- Designing tailored youth work session plans

Skills and Competencies:

- Ability to manage your time and workload effectively to meet deadlines
- Ability to effectively evidence and plan work
- Excellent communication and interpersonal skills, both oral and written
- Ability to form positive relationships with children and young people
- Ability to work collaboratively as part of a team and on own initiative
- Excellent administration skills and the ability to produce high quality work
- Good knowledge of the Microsoft office suite

Experience in:

- Working directly with children and young people, both individually and in groups
- Delivering training or engaging a range of audiences
- Working in an inter-agency, inter disciplinary way
- Report writing and evidencing practice and impact

We particularly welcome applications from people with experience of the care system who meet the criteria for the post.