



<b>Role Title</b>	<b>Youth Engagement Lead</b>
<b>Job Family</b>	<b>Youth and Family Resilience Service</b>
<b>Competency Level</b>	<b>Principal Officer</b>
<b>Pay Range / Scale</b>	<b>Expected PO3</b>
<p>Purpose:  Youth &amp; Family Resilience Service (YFRS)  YFRS responds to the significant risk factors in the lives of children and young people from early indicators such as poor attendance and disruptive behaviour at school through to offending behaviours and serious violence. YFRS works with children and young people who are at the edge of care, those at risk of involvement group and serious youth violence and those who have been involved in the criminal justice system.</p> <p>The Youth Engagement Lead within the Youth and Family Resilience and has two main functions.</p> <ol style="list-style-type: none"> <li>1. To develop and operationally manage Voice in Partnership (VIP) activities for children and young people involved in or at risk of involvement in the criminal justice system. The group provides children and young people with safe and constructive activities that help them to thrive and develop. The group are also in involved in co-producing projects to ensure children and young people benefit from the services available to them and contribute towards service strategy and delivery</li> <li>2. To hold a protected case load within the Vanguard Health team and to provide direct casework linked to the Partnership Panel where no existing key link worker can be identified. This programme is delivered through an integrated partnership between the London Borough of Waltham Forest, North-East London NHS Foundation Trust (NELFT), and local grassroots organisations. Together they provide interventions for individuals, families and professional networks:</li> </ol>	
<b>Generic Accountabilities</b>	<b>End Result/Outcomes</b>
Plan and organise work to ensure the delivery of the service that you are responsible for is of a high standard.	<p>Work is completed on time and to the quality and standards required.</p> <p>Service is delivered to organisational requirements and reflects customer and stakeholder requirements, within organisational constraints.</p> <p>Professional and legal compliance is assured.</p>



<p>Undertake / support consultation procedures. Identify issues, resolving as appropriate and escalating complex problems if necessary.</p>	<p>Activities are undertaken according to relevant guidelines / regulations / procedures.</p> <p>Service user views are available to inform recommendations.</p> <p>Data and measurements are accurately recorded.</p>
<p>Prepare and present reports and recommendations</p> <p>Organise and prepare service users to present reports and recommendations at the relevant meetings/boards</p>	<p>Accurate, complete and relevant reports are provided for internal and/or external use. Reports will be co-produced with service users.</p> <p>Issues are clearly summarised, progress and implications are reported.</p> <p>The council's position is clearly stated.</p>
<p>Contribute to and involve service users in identifying and delivering activities to support service delivery and promote the service area.</p>	<p>Requirements are effectively identified.</p> <p>All materials / activities are delivered to the required standards and timescales.</p> <p>Information / activities achieve desired results.</p>
<p>Work closely with others to clarify changing requirements. Identify, recommend and support the development and delivery of improvements. Contribute to the development and implementation of policies, procedures and systems.</p>	<p>Improvement opportunities and plans to achieve them are identified and recommended.</p> <p>Agreed improvements are developed, delivered and evaluated.</p> <p>Changes are effectively communicated to others.</p>
<p>Lead projects or improvement programmes, or contribute to the delivery of larger projects</p>	<p>Practical, effective solutions are developed and delivered in accordance with legislative requirements and good practice guidelines and address any relevant environmental / conservation / technical / design issues.</p> <p>Projects are delivered to agreed specification, timescales and budgets.</p> <p>All project documentation and reports are completed correctly.</p>
<p>Support others in their development, including external organisations / customers where appropriate.</p>	<p>Identify any changes that may impact the service / profession.</p> <p>Contribute to the development of others (e.g. through sharing knowledge and skills, acting as a coach or mentor, or providing feedback).</p>



<p>Develop good working relationships and communicate effectively with internal / external organisations / partners and stakeholders.</p> <p>Represent specialist area internally and / or externally. Model, demonstrate and promote good practice relevant to the role.</p>	<p>Relevant work area reputation is maintained or enhanced.</p> <p>Stakeholders are engaged with activity relevant to them.</p> <p>Positive feedback is received from stakeholders.</p> <p>Communications are clear, well planned and effective.</p> <p>Best practice is shared and promoted.</p>
<p>Support partnership agreements and partnership working within area of responsibility.</p>	<p>Activities which support partnership working are effectively delivered.</p> <p>Partnership working groups produce valid and timely outputs.</p>
<p>Contribute to service / business plans for area of responsibility and to wider service planning and development activities.</p> <p>Contribute to budget planning as required.</p>	<p>Service / business plans reflect input.</p>
<p>Quality check documents, decisions and / or presentations before delivery</p>	<p>All work meets the required standards</p>
<p>Act in accordance with all policies and procedures which apply to the job and understand the reasons for this.</p>	<p>All policies and procedures are complied with.</p>
<p><b>Job Specific Accountabilities:</b></p>	<p><b>End Result/Outcomes</b></p>
<p>Supports children and young people up to age 25 who are affected by, or at risk of, violence and exploitation.</p>	<p>To lead a range of engagement projects with children and young people working with partner organisations, staff members and other stakeholders as needed to deliver projects effectively</p> <p>Taking a trauma informed approach, plan innovative and engaging sessions that are co-produced with young people and fully consider the needs of the young people involved</p>
<p>Design and project manage projects based on the interests of children and young people and connect them to their local community</p>	<p>To coordinate projects including managing a small budget to undertake and commission services as appropriate. Liaise with partners and organisations to secure activities/ projects</p>
<p>Contribute towards reducing reoffending rates and keeping children and young people safe.</p>	<p>Builds on the borough's existing Violence Reduction Partnership, following a public health approach to violence prevention.</p> <p>Reduce the risk of children and young people reoffending by helping them to engage in more productive activities that meet their needs</p>



<p>Create accessible avenues to mental health and wellbeing via collaborative planning across VCSEs, Clinical Psychology, SALT, and systemic practitioners.</p>	<p>Children and young people feel safe to engage with services and are supported to thrive.</p>
<p>Case management of 1:1 or group work; working with children and young people to develop or implement a personal plan combining for example counselling with local providers, on-line support and positive activities. Coordinating regular reviews of the personal plan with the young person and other agencies, if involved.</p>	<p>Co-produced Plans are recorded and updated</p> <p>Efficiently managing the workload and ensuring that all contact work and outcomes are documented evaluated and that data is inputted on a weekly basis to the relevant records systems.</p>
<p>Prepare and present reports and recommendations</p> <p>Organise and prepare service users to present reports and recommendations at the relevant meetings/boards</p>	<p>Accurate, complete and relevant reports are provided for internal and/or external use. Reports will be co-produced with service users.</p> <p>Issues are clearly summarised, progress and implications are reported.</p>
<p>To attend Health team meetings and Vanguard Partnership meetings</p>	<p>Professionals from across the partnership come together in a forum focussed on relational and engagement led approaches to supporting young people and families affected by Youth Violence.</p> <p>Agree clear, needs-led recommendations with responsibilities and timelines; providing advocacy and escalation across existing pathways of support where appropriate.</p>

**Nature of Contacts:**

- Typically involves Team managers, Heads of Service across the authority, and external agencies and organisations providing advice.
- Working alongside NHS Clinical Lead for the Vanguard health team and other health Team members.
- Work directly with colleagues internal and external, other providers and external agencies to gather and exchange information and co-ordinate actions.
- Develop sensitivity, persuasiveness, and negotiation and assertiveness skills to communicate with diverse audiences in emotive circumstances. Deal with people at all levels confidently, sensitively and diplomatically.



- Provide specialist advice, guidance and support on issues within area of responsibility; develop and maintain joint working and promote the Council position.
- Consult with stakeholders to identify requirements. Communicate changes in policy and working practice to contacts.

**Procedural Context**

- Work within a policy framework and regulatory guidelines, applying knowledge of systems, procedures and best practice. Work to broad managerial direction, within a policy framework and regulatory guidelines, to ensure performance standards are met within a framework of policy and legislation.
- Plan own time and co-ordinates projects.
- Plan, organise and deliver interventions and actions.
- Responsible for professional advice, assessments or referrals.
- Exercise professional judgement in assessing stakeholder requirements, potential risk and quality assurance of service. Monitor and evaluate performance / service delivery, ensuring all parties are informed of progress / issues as required. Thinking creatively to ensure high performance in the service.
- Provide support to customers, colleagues and other stakeholders through applying knowledge of systems, procedures and best practice.
- Responsible for meeting performance standards within a policy framework and regulatory guidelines. Accountable for proper use and security of information, resources, equipment and/or facilities within area of responsibility.
- Use initiative to deal with complex issues and respond appropriately in an unpredictable work environment. May involve isolated working outside core hours.
- Occasionally you will be expected to work from other locations.

**Resourcing**

Budget Responsibilities:

Identify and apply for funding, in-kind support and partnership opportunities that secure career and creative developmental opportunities for young people.

**Supervisory Responsibilities**

Recruit and supervise a rolling group of 8-12 young people who contribute to service delivery outcomes.

**Knowledge, Skills and Experience**

- Excellent project management skills
- Experience of leading projects and delivering on time and on budget



- Excellent attention to detail and accuracy and a commitment to taking an evidence-based approach
- Ability to manage relationships with internal and external partners involved in projects
- Ability to manage competing priorities effectively
- Ability to facilitate group discussions and report perspectives accurately
- Understanding of a relational, systemic and trauma-informed approach to serious youth violence and exploitation from a community perspective. This will involve understanding ways of working alongside young people to develop solutions that address the underlying social, emotional and mental health that underlie serious youth violence and exploitation.
- An awareness of relevant children’s legislation and policies – particularly in relation to exploitation and contextual safeguarding.
- Good understanding and awareness of contextual safeguarding principles and issues, including risk assessment.
- An understanding of delivering culturally appropriate services that are responsive to the needs of young people and their families.
- Accountable for ensuring the highest professional standards and professional conduct.
- Knowledge and awareness of the issues relating to communities from different ethnic and cultural backgrounds and Equal Opportunities.
- An understanding of working with community, voluntary sector and / youth services and /or activist groups.
- Knowledge of relevant consultation and peer involvement strategies and models within large organisations

**Indicative Qualifications**

Degree or equivalent or vocational qualification in relevant subject or area

Evidence of Continuous Professional Development

The above profile is intended to describe the general nature and level of work performed by employees in this role. It is not intended to be a detailed list of all duties and responsibilities which may be required. This role profile will be supplemented and further defined by annual objectives, which will be developed in conjunction with the post holder. It will be subject to regular review and the Council reserves the right to amend or add to the accountabilities listed