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19 June 20 June 2024

Dear Applicant,

Thank you for your interest in the post of **Young Greenwich Risk and Resilience Lead**.

In this pack you will find:

- Job Description
- Person Specification

On our website you will find:

- Application Form
- Guidance Notes for Applicants
- Monitoring Form
- Our Equal Opportunities Policy Statement

Please note that **CVs will not be considered** as part of your application, we will be short-listing from fully filled out application forms only.

Your completed application form should be sent to arrive no later than 9:00am on the 5th of August 2024 by email to recruitment@metrocharity.org.uk. Please include your full name in the message subject line. Your email including attachments must not exceed 5MB in size. Please also complete the Equality and Diversity monitoring form.

Interviews, likely held over Zoom, will take place in the **week beginning 12th of August 2024**. Please indicate any limitations in availability for that week in your application if possible.

For further information regarding this post please contact **Isander Freiman on 020 8305 5000 or by email isander.freiman@metrocharity.org.uk**.

We look forward to hearing from you.

Best wishes

Joel Robinson, Acting Co- CEO

METRO Woolwich
1st Floor Equitable House
7 General Gordon Square
London
SE18 6FH

METRO Essex
Suite 1 Perception House
50B Duke Street
Chelmsford
CM1 1JA

METRO Gillingham
Long Catlis Road
Parkwood, Rainham
Gillingham
Kent
ME8 9PR

METRO GAD
The Forum at Greenwich
Trafalgar Road
London
SE10 9EQ

METRO New Cross
The Mulberry Centre
15 Amersham Vale
London
SE14 6LE

Job description

Key details

Job title	Young Greenwich Risk and Resilience Worker
Employment status	Full time
Duration	Contract until May 2025 [with the possibility of extension]
Salary/Wage	£29,754.00
Hours	35 hours a week, Monday – Friday with some occasional evening and weekend work.
Line manager	Youth Manager
Coordinated by	Head of Mental Health and Youth Services
Employer	METRO Charity (The Metro Centre Ltd)
Location	Main location of work is METRO Woolwich and outreach locations across The Royal Borough of Greenwich

Job outline

We require a reliable, creative, and outgoing individual to work on our Risk and Resilience programme. The programme provides one-to-one and small group mentoring interventions looking at sex, relationships, identity, and communication skills in a unique peer-mentor approach

Programme

Our Risk and Resilience programme currently delivers a programme for all young people in Greenwich to facilitates positive changes in behavior towards relationships, identity and gender. This will be achieved through a programme of sessions that address: sexual behaviors, healthy relationships, consent, porn, violence, substance misuse, identity, and conflict resolution. Broader outcomes, as a result, will include reducing substance misuse and involvement in crime or risky behavior.

The programme is developing, from been offered as young girls and young boys' mentoring, to becoming a unified programme for young people regardless of gender.

Role

You will need to show a strong commitment to young people and show an understanding of the factors affecting young people's lives. You will be working closely with the young people to facilitate positive change and tools to manage risk. You will evaluate referrals and conduct initial assessments with young people before completing the risk and resilience work, or refer to more

appropriate services as needed, internally within METRO, within Greenwich partners, or externally.

The role involves delivering client-facing work in a flexible and relatable way, as well as attending key meetings in the boroughs to gain referrals. You will be responsible for reviewing one-to-one and group session plans that support positive behaviours tailored to the feedback given from venues, are interactive in nature, and are supported by current policy and research.

The role requires that you are comfortable delivering peer mentoring to young people regardless of their identities for example regarding gender.

You will capture data from your delivery to produce quarterly reports in line with the project's key deliverables. You will liaise with the Youth Manager to review project outcomes and suggest recommended changes for the benefit of the service users.

You will need to be a creative, flexible as well as strategic thinker. You will be responsible for promoting the programme to ensure the offer reach the intended young people. Experience of service development is desired, as the Risk and Resilience offer is currently in process from having been gendered, to become a programme for all young people.

Main tasks

1. Work with 11-19-year-olds (up to 25 for those with SEND) through 1-2-1 short interventions, group work and 1-2-1 casework supporting individuals for a series of sessions.
2. Work with schools/services to tailor the workshop before the group sessions and provide a feedback report that provides overall themes and topics.
3. Assess referrals coming into the service and accept onto caseload or referral onwards.
4. Carry out all day-to-day administrative tasks to ensure the smooth operation of the programme.
5. Undertake monitoring and evaluation of all activities and projects to produce a record of work undertaken, including outputs, and where appropriate outcomes of such work.
6. Engage young people in their feedback on the sessions and workshops and use to inform future programme developments
7. Promote this work throughout Greenwich, including attending events and other organisations
8. To work alongside the Young Greenwich team within METRO and in the borough of Greenwich

Other duties

1. Adhere to METRO policies and procedures at all times.
2. In line with METRO's policy on Information Governance (IG), confidentiality and data handling, you will be expected to undertake, pass and maintain the required IG modules as indicated by your line manager.
3. Ensure sensitive and confidential recording and handling of information in accordance with the Data Protection Act, GDPR regulations and METRO's Information Governance policies.

4. In line with METRO's policy on Safeguarding, you will be expected to undertake, pass and maintain the required Safeguarding Training modules as indicated by your line manager.
5. Attend regular supervision, and to undertake appropriate training as agreed. Maintain and update knowledge, skills and undertake continuing education in accordance with personal and service needs within a framework of a personal development plan.
6. Undertake any other appropriate duties as requested by your manager. If these duties are extensive and of a higher job description scale, the terms and conditions of the post may be varied in negotiation with your line manager.

Person specification

Knowledge & Experience	Skills & Abilities	Essential /Desirable	Application /Interview
Youth or social work qualification or 3 years of work/volunteering experience		Essential	Application Form
1 year of work experience or volunteering in youth services		Essential	Application Form
Experience of working in a multi-disciplinary team, to have shared outcomes for young people		Essential	Application Form
Good knowledge of achieving positive outcomes for young people		Essential	Application Form
	Ability to deliver a project working to key milestone and targets	Essential	Application Form & Interview
Professional experience related to the issues young people experience, including sexual health, drugs/alcohol and crime.		Essential	Application Form & Interview
Extensive knowledge of sexual health and contraception methods for young people		Desirable	Application Form & Interview
	Ability to clearly communicate information about sexual health and contraception, drugs/alcohol and the consequences of crime	Essential	Application Form & Interview
Experience in providing one to one assessment and supporting young people through referrals		Essential	Application Form & Interview
Experience in developing and delivering group workshops to young people		Essential	Application Form & Interview