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Until 2022



23 August 2021

Dear Applicant

Thank you for your interest in the post of **Boys and Young Men Worker (Medway)**

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.

Shortlisting and interviews for this role will be conducted on a rolling basis until the position is filled.

Your completed application form together with your completed monitoring form should be sent 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. We cannot accept applications by post at this time.

For further information regarding this post please contact **David Hopkinson** on 020 8305 5000 or by email david.hopkinson@metrocharity.org.uk

We look forward to hearing from you.

Best wishes

Dr Greg Ussher, CEO

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

METRO Vauxhall
N206 Vox Studios
1-45 Durham Street
London
SE11 5JH

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 Surrey
Flat 1-3
The Old Bakery
South Road
Reigate, Surrey
RH2 7LB

Job description

Key details

Job title	Boys and Young Men Worker (Medway)
Employment status	Part time
Duration	Contract until 31 March 2023, with possibility of extension
Salary/Wage	£25,590 pa pro-rata equating to £10,236 pa
Hours	14 hours a week, spread across two days, with some occasional evening and weekend working.
Line manager	Risk and Reliance Lead
Coordinated by	Youth Manager
Employer	METRO Charity (The Metro Centre Ltd)
Location	This role will be based out of our Parkwood office with flexible working across Medway and neighbouring areas. When COVID-19 restrictions are in place, this role will involve flexible working from home.

Job outline

The overall aim of this project you will oversee is to work closely with boys and young men and facilitate positive changes in behaviour towards relationships, identity and gender. You will work with boys and young men through a programme of sessions that address: good communication, healthy relationships, consent, violence, masculinity, identity, and conflict resolution. Broader outcomes, as a result, will include reducing substance misuse and involvement in crime or risky behaviour.

Main tasks

1. Work with 13-19-year-old who identify as boys and young men through one to one short interventions, group work, and individual casework supporting boys and young men for a series of sessions.
2. Work with young men to set and achieve short term goals to change behaviours and attitudes?
3. Work with schools/services to plan, develop, deliver and evaluate workshops around being a boy/young man

4. 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.
5. Obtain feedback from young men on the programme sessions and workshops and use this information to further inform future programme developments.
6. Attend local events, conferences and professional meetings to promote the programme to boys and young men and key stakeholders .
7. Assess young men's sexual health needs contacted through outreach and/or referrals and provide a range of information, referral and signposting to services as necessary,.
8. Further develop METRO's relationships with statutory and non-statutory services throughout Medway and work together with youth services, Youth Offending Team (YOT), schools, and pupil referral units.

Other duties

1. Adhere to METRO policies and procedure 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 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 the 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
Identifies as male (Section 7(2)(e) Sex Discrimination Act)		Essential	Application Form
Recognised youth work, or other related education, health or social work qualification; or evidenced sustained employment in youth work for at least 2 years		Essential	Application Form
Professional experience related to the issues young men experience including: sexual health, positive relationships, drugs/alcohol, mental health, sexual violence, puberty and adolescence and crime		Essential	Application Form & Interview
Extensive knowledge of sexual health and contraception methods for people of all genders		Essential	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 assessments and supporting young people through referrals		Essential	Application Form & Interview
Experience in developing and delivering young person led group workshops		Essential	Application & Interview
	The ability to offer advice, information and informal support face to face in a sensitive, non-judgmental manner, respecting a diversity of identities and experience	Essential	Application Form & Interview
	Enthusiastic and committed approach to working with young people	Essential	Interview
Understanding of boundary issues when working with young people		Essential	Interview

An understanding of the importance of confidentiality as it relates to this work, young people and the ability to conduct Fraser Guidelines, CSE and Safeguarding assessments		Essential	Interview
Track record of admin skills and use of technology to support youth work interventions		Essential	Application Form
Database management and project monitoring and evaluation experience		Desirable	Application Form
	A flexible approach to working evenings & weekends, including late-night sessions	Essential	Application Form