

Role Profile – Sessional Youth Worker – Music Specialist (instrument tuition, production and/or singing)

Job title	Sessional Youth Worker – Music Specialist	Salary:	£11.05 per hour (London Living Wage)
Reporting to:	Music and Media Coordinator	Holidays:	33 days including bank holidays (pro-rata)
Location:	Unitas Youth Zone, 76 Montrose Avenue, London, HA8 0DT	Hours:	Between 9 and 26 hours per week (evening, and weekends) *Multiple positions available

The Person: Do you want to use your artistic and creative talents to make the lives of young people better? We are looking for someone who is passionate about music and performance and wants to share this with young people. Are you vibrant, creative, and committed to supporting young people and nurturing talent and do you have a range of music skills to offer young people? Are you committed to your own personal growth and development with a clear growth mindset? If you cannot wait to see young people perform for the first time as a band, produce their first beats or express themselves lyrically, then this may be the role for you!

Key Relationships: Delivery team, Youth Work managers, External Stakeholders, Young People and Parents

Job Purpose:

The Arts, alongside sport and Youth Work is at the heart of the Unitas offer to young people. The Arts offer is wide ranging and includes visual arts, music, media, dance, and drama. As a member of Music team, you will be part of group of youth workers who specialise in the coaching and teaching of music, and you will be key in ensuring young people have access to an exciting and creative music programme that will be challenging, stimulating, fun, engaging and developmental. You will be involved in teaching the fundamentals of a single, or range of music activities, enabling young people to explore their creativity and grow their skills.

Within the arts team we are looking for a range of talented youth arts workers to make up a team with a diverse set of skills and expertise, who are also passionate about working with young people. Ideally, you will have experience delivering one or more of the following music arts:

- Teaching and playing instruments (drums, guitar, piano, DJing and more)
- Music production
- Vocal coaching

You will be involved in session delivery, planning, preparation, and work with young people closely. You will be provided all the necessary equipment and training and will be afforded plentiful personal development opportunities. You will be someone with a clear 'can do' approach, committed to a growth mindset, eager to learn and willing to take risks, all for the benefit of supporting young people. You will demonstrate our Values through all you do and commit to always giving your best for young people.

Context of the post:

Barnet Youth Zone, named "Unitas" by local young people, was the second Youth Zone in London opened by the national charity, OnSide, in the summer of 2019. Unitas, like all OnSide Youth Zones,

exists to give young people, particularly those who are disadvantaged, somewhere to go, something to do and someone to talk to. Each Youth Zone is open 7 days a week, all year round, with the purpose of supporting young people to become happy, healthy, and successful adults.

Unitas Youth Zone is centrally located, dedicated to young people, and makes a bold statement about the importance of giving young people high quality places to go in their leisure time. Open 7 days a week including school holidays, the Youth Zone's vision is to unite young people to fulfil their full potential. The state-of-the-art £6.5 million building provides young people with access to a range of activities, all offering young people the opportunity to try new things, meet new friends and gain new experiences.

Duties and Responsibilities - General

- Be a role model for young people and present a positive “can do” attitude
- Take personal responsibility for own actions
- Commit to a culture of continuous improvement
- Work within the performance framework of Unitas Youth Zone and OnSide
- Represent Unitas Youth Zone positively and effectively in all dealings with internal colleagues, and external partners
- Comply with all policies and procedures, with reference to safeguarding, codes of conduct, health and safety and equality and diversity to ensure all activities are accessible
- To be alert to issues of safeguarding and child protection, ensuring the welfare and safety of Youth Zone members is promoted and safeguarded, and to report any child protection concerns to the Designated Safeguarding Leads using the safeguarding policies, procedures, and practice (training to be provided)
- To assist with any promotional activities and visits that take place at the Youth Zone
- To actively promote the Youth Zone and positively contribute towards increasing Youth Zone membership
- To always adhere to Unitas Youth Zone policies, with reference to Health and Safety, Safeguarding and Equal Opportunities
- To be willing to step in and step up, and not see the below set of duties and responsibilities as exhaustive

Duties and Responsibilities – Detailed

- To work face-to-face with young people on session in the evenings/at the weekend (depending on your shift pattern)
- To support planning and reviews when necessary
- To work directly with young people to develop their music skills
- To deliver a mixture of one-to-one and group music sessions
- To work with young people along the whole spectrum of competence at music – those just giving it a go all the way to those seriously considering music as a career
- To be committed to monitoring and evaluation of the activities that you are running so the Youth Zone can measure the impact of our work
- To directly deliver a high-quality programme of activity that is exciting, safe, varied, innovative, developmental, and directly responds to the diverse needs, concerns, and interests of the members
- To collaborate with other youth workers on session to produce cross-departmental projects (eg with the dance studio or the multimedia room to create shows)
- To have great energy and establish positive relationships with young people, the wider youth work team, and visitors to the Youth Zone
- To be comfortable in other spaces in the Youth Zone such as the recreation area and on the welcoming team, so you can contribute flexibly as per the needs of the young people and the session
- To respond to the needs of young people through activities in the music room

- To support and motivate volunteers working in the music room
- To work flexibly to ensure the needs of the members are met, including disadvantaged young people and those with disabilities or additional needs
- To ensure that the members maintain a high standard of behaviour and discipline during sessions by making the music room a hub of activity and fun
- To ensure the participation of young people in activities and ensure that their ideas contribute fully in the delivery of activities in a safe way
- To assist with any promotional activities and visits that take place at the Youth Zone
- To actively promote the Youth Zone and positively contribute towards increasing Youth Zone membership
- To always promote and safeguard the welfare of young people
- To enthuse others, including staff, volunteers, and young people, making the environment fun and the place young people want to see
- To be an active member of the team and operate in line with the values and principles of Unitas Youth Zone
- To carry out any other reasonable duties as requested by management

Person Specification

Selection Criteria	Essential or Desirable
Experience	
Face to face activity delivery with young people both in groups and individually	Essential
Experience of delivering a range of musical activities to young people	Essential
Experience of supporting young people who are disaffected, underachieving and / or have social / emotional barriers to participation	Essential
Experience of working in a team and alongside volunteers	Essential
Organising a programme of youth work activities	Desirable
Experience of working with challenging young people	Desirable
Experience of working with young people with additional needs and disabilities	Desirable
Qualifications	
Level 2 Youth Work qualification	Desirable
Relevant music or production qualification(s)	Essential
Skills	
Ability to deliver a high-quality music programme with young people who face social exclusion, disadvantage and disaffection and manage such a group	Essential
Ability to develop good professional relationships with young people and adults	Essential
Ability to work with young people to enable the development of their social education by providing activity programmes, services and facilities that are fun	Essential
Ability to be enthused by young people and others	Essential
Ability to coach, encourage, motivate, and provide reliable support to young people	Essential
Ability to dynamic risk assess	Desirable
Ability to plan and liaise with other professional organisations	Desirable
Knowledge	
Understanding of issues affecting young people's lives	Essential
Health and safety, diversity awareness and safeguarding best practice	Desirable
Basic knowledge of arts pathways	Desirable
Special Requirements	
A willingness to work unsociable hours	Essential
Enhanced DBS clearance and a commitment to safeguarding children	Essential

Unitas Youth Zone are committed to safeguarding and promoting the welfare of children, young people, and vulnerable groups. This post is subject to an enhanced DBS check. The strength of the OnSide Network of Youth Zone is the diversity of its people, we place huge value on different people doing things in different ways and we welcome applications from what might be considered non-traditional backgrounds. The one thing we all have in common is our desire to raise the aspirations of young people across the country. We are an equal opportunity employer. All applicants will be considered for employment without attention to race, colour, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.