



## Job Description

### Senior Youth Justice Worker

Job Details	
Grade	5
Job Evaluation Number	CT0155XV
Number of Posts	1
Department	Birmingham Youth Justice Service
Reporting to	Team Manager

#### Who Are We?

We are Birmingham Children's Trust.

'Working Together to make Birmingham the greatest city to grow up in.'

The sole purpose of Birmingham Children's Trust is to make a positive difference for children, young people and families in the city, by driving up the quality of practice and partnerships across the city and its services.

Every employee from Family Support and Social Workers to Finance and Legal, work together to make a positive difference to children, young people and families. We are one team, and each have an important role to play in achieving the Trust's objectives.

Birmingham Children's Trust Leadership team comprises of six Executive Directors who are responsible for leading and managing the Trust to be an autonomous and high performing organisation.

#### Our Vision:

Our vision is to build a Trust that provides excellent social work and family support for and with the city's most vulnerable children, young people and families.

We will do this:

- with compassion and with care.
- through positive relationships, building on strengths.
- in collaboration with children, young people, families and partners.
- by listening, involving and including.
- in ways that are efficient and deliver value for money.

Success will mean significant progress towards these outcomes:



- healthy, happy, resilient children living in families.
- families able to make positive changes.
- children able to attend, learn and achieve at school.
- young people ready for and contributing to adult life.
- children and young people safe from harm.

**Our Values:**

ONE TEAM

ACCOUNTABILITY AND RESPONSIBILITY

QUALITY AND INNOVATION

RELATIONSHIPS

HIGH SUPPORT HIGH CHALLENGE

**Key Responsibilities**

To assist the Team Manager/Deputy Team Manager to embed the Birmingham Childrens Trust's Connections Count Practice Model across the team and service.

To assist the Team Manager/Deputy Team Manager in providing an effective service that meets the individual needs of young people and their families to reduce and prevent further offending.

To develop specific areas of expertise and knowledge in the Youth Justice Service to develop and improve practice.

- To lead/assist in quality assurance and reviews where appropriate.
- Working as part of a multi-agency team to improve and develop the provision of Youth Justice Services to young people and their families, complying with legislative requirements and in accordance with evidence-based practice.
- Undertake complex casework as allocated, ensuring that appropriate case records are rigorously maintained.
- To assist in the induction of new staff and to provide technical/professional support to meet the needs of less experienced staff.
- To work in partnership with service users and other teams, agencies and organisation always.
- To ensure through regular checks that records in relation to all service users are properly maintained in accordance with YJS requirements.
- To participate and contribute to the development of the team, participating in relevant training, both as a participant and contributor
- To assist in the monitoring and reviewing of the team's workload to improve the team's overall performance in relation to Key Performance Indicators.
- In consultation with the managers to identify needs and develop evidence-based group work and individual programmes to meet the needs of service users.



<ul style="list-style-type: none"><li>To lead/assist in the management of high-profile cases.</li></ul>
<ul style="list-style-type: none"><li>To chair meetings and reviews with young people and families as and when required.</li></ul>
<ul style="list-style-type: none"><li>To represent the YJS at strategy / professional meetings</li></ul>
<ul style="list-style-type: none"><li>To deputise in the absence of managers and to support the team in dealing with operational issues.</li></ul>
<ul style="list-style-type: none"><li>To ensure that services provided are in accordance with Birmingham City Council's Equal Opportunity policy.</li></ul>

Key Information													
Is a Safeguarding Check needed?	<div>Dropdown Options:</div> <div><b>Not Required</b></div> <div>Or</div> <table><tr><th></th><th>Children</th><th>Adults</th><th>Children and Adults</th></tr><tr><td>Basic</td><td></td><td></td><td></td></tr><tr><td>Enhanced</td><td>x</td><td></td><td></td></tr></table>		Children	Adults	Children and Adults	Basic				Enhanced	x		
	Children	Adults	Children and Adults										
Basic													
Enhanced	x												
Will this position have Line Manager Responsibility?	<div>Dropdown Options:</div> <table><tr><td>Yes</td></tr><tr><td>No X</td></tr></table>	Yes	No X										
Yes													
No X													

### Person Specification

Essential Criteria		
Method of Assessment (M.O.A): AF = Application Form; E = Work Based Exercise; I = Interview; P = Presentation; Q = Qualifications		
CRITERIA	Method of Assessment (M.O.A)	ESSENTIAL
Qualifications	AF	Educated to graduate degree level in relevant qualification, or equivalent relevant experience
Training	AF/I	Commitment to undertake training in relation to personal and professional development
Experience	AF/I	In-depth and recent experience of working in a Youth Justice Setting



Experience	AF/I	Experience of supervising staff, students or volunteers
Experience	AF/I	Experience of managing complex cases
Experience	AF/I	Experience of working within a team setting and in partnership with other professional/agencies.
Experience	AF/I	Working knowledge and understanding of effective practice and national standards in working with young offenders.
Experience/Skills	AF/I	Experience of undertaking carry out risk assessments
Experience	AF/I	Experience of chairing meetings and reviews
Skills	AF/I/T	Ability to write high quality reports and communicate effectively
Skills	AF/I/T	Ability to prioritise own workload and meet deadlines
Skills	AF/I	Ability to use initiative and make defensible decisions
Skills	AF	Ability to use computerised client database and maintain accurate records
Skills	AF/I	Ability to co-ordinate group work and individual programmes.
Skills	AF/I	Ability to use computerised client database and maintain accurate records
Skills	AF/I	Ability to work in partnership with other agencies
Skills	AF/I	Demonstrate knowledge of the key legislation which guides work within YOS

**At Birmingham Children's Trust, we are dedicated to safeguarding and promoting the welfare of children and young people. We expect our staff to create an environment and culture that promotes equality, diversity, and inclusion and advocate for anti-discriminatory practices and behaviours.**