


Profile Title:	Early Intervention and Prevention Worker (TYS)	 BARNSLEY Metropolitan Borough Council			
Reports to:	EIP Operational Manager				
Employee Management:	Up to 15 Employees	Grade:	09	Profile Ref:	102806
Purpose of the Post					
<p>To plan and lead a range of interventions directly with groups and individual young people who behaviour is causing concern within or to their communities. To take lead responsibility for the supervision and case management of children and young people who require early help interventions who may have a range of complex needs and highly challenging behaviour to ensure that appropriate support is put in place.</p>					
Responsibilities					
<ul style="list-style-type: none"> • To lead multi-agency packages of support in conjunction with the staff, needs and priorities of other agencies to groups of young people and individuals considered to be at risk. • To ensure that children and young people are effectively assessed and engaged with and reviewed in a manner that captures behaviour change. • To have responsibility for the coordination, development and delivery of targeted youth work within key centres and/ or other delivery spaces. • To work in collaboration with other agencies and providers to promote an early help gateway across the Borough that is delivered at the appropriate level by the right agency • Develop and support structures that allow young people to articulate their needs and encourages them to be active citizens and make a positive contribution to community life. • To follow local policies and procedures in relation to safeguarding and to ensure a child centred approach • To ensure that all personal or confidential data is managed and protected in a lawful and secure way at all times and to monitor and record activity as part of the service Management Information system in order to assess to its contribution to the wider service (providing data reports as required to managers and others). • To work in partnership with other agencies to ensure effective collaboration and appropriate information sharing. • To hold responsibility for monies, budgets and resources, including buildings • Manage a team of staff including volunteers, apprentices and students, providing direction and co-ordination of workloads, support and guidance dealing with recruitment, motivation, training, welfare and discipline issues as appropriate. • Ability to drive relevant BMBC vehicles in accordance with service delivery requirements • To ensure that the needs of the child are understood in the context of the families in which they live, and to ensure that the needs of those families are recognised and strategies put in place to address those needs, including home visits where necessary. • Demonstrate impact and outcomes using a range of strengths based tools to understand distance travelled and show positive improvements in behaviour change. • To act as an appropriate role model for young people at all times and represent the Service in a range of different environments to convey a positive image. 					

- To provide additional support as required within the remit of the Service

Education and Training	Measure	Rank
<ul style="list-style-type: none"> • Relevant Level 5 Qualification • Level 3 safeguarding training or willingness to undertake within 3 months of appointment. • Relevant driving licence categories to drive a minibus • Willingness to undertake the Councils Leadership Programme 	A/I	E
	A/I	E
	A/I	E
	A/I	E
Relevant Experience	Measure	Rank
<ul style="list-style-type: none"> • Experience of working with children, young people or adults whose behaviour places them at risk of poor outcomes. 	A/I	E
<ul style="list-style-type: none"> • Significant, relevant experience of planning, delivering and evaluating youth work in a variety of settings for young people 	A/I	E
<ul style="list-style-type: none"> • Experience of supervising, coaching and mentoring staff, volunteers and apprentices delivering interventions. 	A/I	E
<ul style="list-style-type: none"> • Experience of successfully working with children, young people or families who are reluctant to engage, and devising packages of intervention that proactively address risk of harm to themselves or to others. 	A/I	E
<ul style="list-style-type: none"> • Experience of developing and leading packages of multi-disciplinary or multi-agency support. 	A/I	E
<ul style="list-style-type: none"> • Experience of writing and presenting information for a variety of forums 	A/I	E
<ul style="list-style-type: none"> • Experience of using distance travelled tools. 	A/I	E
<ul style="list-style-type: none"> • Experience of developing and maintaining relationships with local partners or 3rd sector providers. 	A/I	E
General and Special Knowledge	Measure	Rank
<ul style="list-style-type: none"> • A knowledge and understanding of legislation and how to embed it in the delivery of work to young people and families. 	A/I/P	E
<ul style="list-style-type: none"> • A developed understanding of strategies that address problematic behaviour , particularly in young people with complex needs 	A/I/P	E
<ul style="list-style-type: none"> • An awareness of services for families and parents and knowledge of how to broker and arrange provision. 	A/I/P	E
<ul style="list-style-type: none"> • A knowledge of assessment and planning procedures for young people requiring an early help offer and knowledge of how to manage multi-agency interventions 	A/I/P	E
Skills and Abilities	Measure	Rank
<ul style="list-style-type: none"> • The ability to build positive relationships with children, young people and families that enables behaviour change. 	I/P	E
<ul style="list-style-type: none"> • Ability to communicate effectively with the public using a suitable level of fluency in spoken English, in line with the English Language requirement for public sector workers. 	A/I	E
<ul style="list-style-type: none"> • The ability to produce written material to a high standard, including assessments, reports and case recording. 	A/I/P	E
<ul style="list-style-type: none"> • Ability to advocate for and with young people and work in an anti-oppressive and anti-discriminatory manner. 	A/I	E

<ul style="list-style-type: none"> Ability to establish networks/contacts/working relationships with other youth and community organisations and providers (statutory and voluntary) to promote joint methods of working, maximising the efficient and effective use of resources including Key Centre/ Delivery Spaces and HUB development. 	A/I	E
Additional Requirements	Measure	Rank
<ul style="list-style-type: none"> A positive commitment to maintaining and developing a service that is committed to the highest professional standards and the best outcomes for children, young people, their families and communities. 	A/I/P	E
<ul style="list-style-type: none"> An innovative approach and a willingness to develop specialist areas of work, in response to a dynamic work environment. 	A/I	E
<ul style="list-style-type: none"> A passion for working with children and young people to improve their outcomes 	A/IP/ T	E
<ul style="list-style-type: none"> Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the council 	A/I	E
<ul style="list-style-type: none"> Willing to undertake training and continuous professional development in connection with the post. 	A/I	E
<ul style="list-style-type: none"> Work in accordance with the council's values and behaviours. 	I	E
<ul style="list-style-type: none"> Able to undertake any travel in connection with the post. 	A/I	E