

Hastings Commons

www.hastingscommons.com



Role: Youth Worker (2 available positions)

Reporting to: Youth Programme Manager

Reports: Volunteers + Mentees

Location: Eagle House, Hastings

Salary: £25,000 pa (Full Time salary)

Type: Full-time/part-time, fixed term contract until end of March 2025 with renewal dependent on funding. Early evenings and some Saturdays. Part-time hours will cover our youth sessions from 3.30pm-7.30pm.

Successful candidates will be required to undertake an Enhanced Disclosure Barring Service (DBS) check.

To apply: Please send your CV and cover note to [hiring@hastingscommons.com](mailto: hiring@hastingscommons.com)

Deadline for applications: 5pm, 22nd June 2023

The Opportunity...

These very exciting new roles at Hastings Commons will support the delivery of a large grant-funded programme to March 2025, including identifying and embedding its legacy beyond that date, on behalf of Hastings Commons and the delivery partnership. This role is based in the Hastings Commons Youth Hub so the ideal candidate will have experience working with young people aged 11-18. You will support various aspects of the programme including planning and facilitating activities in the Hastings Commons Youth Hub, supporting the delivery of youth focused events and conducting high quality outreach work to ensure we are engaging with a wide range of children and young people. You will support young people to actively participate in and influence the development of the Hastings Commons Youth Hub. You will work as part of a team to plan and implement a wide and varied youth programme at Hastings Commons. No day will be the same, so we are looking for someone with passion and energy to bring to this very unique, fulfilling & impactful project.

The programme involves...

- Developing a universal youth provision in the existing Common Room at Eagle House, alongside other spaces, facilities and activities for 11-18 year olds within Eagle House and across the wider Hastings Commons portfolio.
- Encouraging those users of the Youth Hub who become interested to set up a Youth Commons which would have a deeply influential role in the design, redevelopment and management of new spaces, particularly the Observer Building Roof and Vaults.

This will involve working closely with:

- Hastings Commons staff and volunteers
- Xtrax staff and service manager
- Children, young people and the team around the child (TAC) which may include parents/carers, social workers, police, school staff etc.

What you will do...

- Report to the Youth Programme Manager for the Hastings Commons and work in line with the current safeguarding policies
- Support the facilitation of the Youth Hub which will be open for at least 3 hours a day six days a week (in the Common Room or the Snug or both). Working constructively and respectfully with other users of the Common Room.
- Build positive working relationships with all people involved in the Youth Programme such as Common Room Anchors and users, volunteers, Kickstarters, industry placement students, partners, children and young people.
- Conduct quality outreach work in Hastings to engage with a wide range of young people.
- Support the development of a Youth Commons and assist them to have deeper influence and responsibility over the management of new spaces, especially on the OB Rooftop.
- Support young people to actively participate in and influence the development of Hastings Commons.
- Support the ongoing evaluation of the programme.
- Mentor young people and support the running of a peer mentor scheme.
- Champion our commitment to diversity, equality and inclusion.
- Play a role in the Hastings Commons team, including pitching in to support colleagues when required.
- Prepare or supervise the preparation of a hot meal offer at Hastings Commons Youth Hub in line with food safety and hygiene standards.
- Complete relevant training to inform best practice.

What you'll bring to the table...

Essential

- Youth work/experience working with children and young people
- An understanding of the challenges and issues children and young people face and a desire to help them reach their full potential
- Ability to motivate, support and work with staff, volunteers and partners
- Experience dealing with complex cases
- An interest in social enterprise and community-led projects
- An understanding of Hastings Commons and its mission to bring difficult buildings and spaces into use for the common good – now and for the long term

Desirable

- Youth work qualification (or equivalent)
- Experience of working with local authorities
- We are interested in talking to candidates who might have a particular skill that can be used as a tool (sporting/creative/event management etc) to engage and empower children and young people.

What you'll get from working at Hastings Commons...

- Make a real contribution to the community around you and have a hand in investing in the future of Hastings
- Our culture and mission is to invest in our staff to build on their existing skills through bespoke development and training opportunities
- We are a kind and compassionate employer with a mental health first approach to work
- No pension contribution deductions have to come from your salary, we contribute 100% (you can add more to the pension if you choose)
- Employee Assistance Program
- Monthly wellbeing budget
- Monthly team lunch on us and lots of social events
- 23 day annual leave + bank holidays (increases by one day per year of service)
- Extra-special day off on your birthday when it falls on a weekday

Hastings Commons is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, ethnicity, religion, sex, gender identity or sexual orientation.

Who we are...

Hastings Commons is a community-led approach to transforming the unique area around the old Observer Building in the White Rock neighbourhood of central Hastings.

It's a collection of *buildings and spaces* brought from dereliction into use for homes, workspace, leisure and learning, and it's also a *way of acting together for the common good ('commoning')*.

Rents are capped to protect affordability, good uses are prioritised over profit, mutual support and collaboration are encouraged.