**Youth development and careers lead**

Salary: £33,024 - £38,223

SEN Allowance £1,455

Hours: 37 hours per week 52 weeks per year

Location: Rivermead Inclusive Trust, Long Catlis Road, Gillingham, Kent ME8 9TX

**Purpose of the job**

As a trust we recognise that learners are transitioning towards independence and their next steps during their journey with us. We are committed to supporting and developing the next generation of adults to be able to engage in their wider communities effectively. Underpinned by the Preparation for Adulthood agenda and focussed on 4 key areas: employment, independent living, community inclusion and health – we are striving to offer the widest range of opportunities to our learners regardless of their SEN needs.

**Main areas of responsibility**

* Develop and oversee the Key Stage 4 Enrichment curriculum ensuring that learners areas of interest are integrated into practical opportunities both inside and outside the classroom.
* To oversee and facilitate work experience so that relevant risk assessments, policies and procedures are in place for work experience opportunities.
* To deliver and support the delivery of IAG, and track the progress of learners so that the Rivermead offer of Careers and Guidance is developed appropriately, ensuring that all Gatsby Benchmarks are exceeded.
* Help learners explore various career options based on their strengths and interests.
* Provide information about different professions, industries, and educational pathways.
* Work closely with parents, teachers, employers, community agencies, and training providers. This includes organising and supporting the delivery of engaging and informative careers events, such as a careers fair.
* Collaborate with other school staff to integrate career-related activities into the curriculum.
* Discuss the potential benefits and challenges of different career choices.
* To plan, deliver, record and evaluate group and individual work with young people ensuring that effective tracking and monitoring is in place.
* To act as a facilitator of enrichment activities ensuring that all learners have access to the wide and varied opportunities delivered by partner organisations.
* To oversee the Rivermead Rotaract initiative ensuring that learners are identifying needs in the school or wider community and providing the support for them to effect change.
* To develop a robust and responsive Youth Work Curriculum that recognises the difference between formal and non-formal education ensuring that our learners have access to both.
* To develop a youth work provision that complements the offer already in the community and provides full inclusivity for any additional needs.
* To advocate youth participation through support of Student Council, Medway Youth Council and Parliament ensuring that the views of our SEND learners are heard.
* To offer alternative qualifications to Key Stage 4 learners that will enhance their experiences, boost confidence, and add value to their CV.
* Establish, maintain and develop effective partnerships with both the Rivermead staff and external agencies.
* To train and enthuse Rivermead Inclusive Trust staff in the core youth work principles and how these can positively impact attendance, engagement, and regulation.
* To perform the role of Deputy Designated Safeguarding Lead
* Ensure that effective needs analysis, including assessments are completed so that the needs of learner are identified and actively enable the involvement of learners in the development, planning, delivery and evaluation.
* To actively seek funding and engagement from a variety of sources and support the Senior Leadership Team in key areas that fall under the youth work curriculum.
* To oversee and manage the youth development budget focussing on key areas that are evaluated.
* To ensure that the School Development Plan is underpinned and informed by the needs and curriculum developed.
* To strive for a youth work curriculum that is measurable and assessed under the National Youth Agency Quality Mark and Hear by Right.

**Qualifications and Requirements**

**Essential**

* A genuine interest in helping students succeed.
* Excellent communication and interpersonal skills.
* Knowledge of various career paths, industries, and educational options.
* Familiarity with career assessment tools and resources.
* Patience, empathy, and the ability to build rapport with students.
* Experience of working with children and young people in both formal and informal settings
* A commitment to continued professional development and training to ensure that the youth work offer remains relevant.

**Desirable**

* Level 6 Diploma in Career Guidance and Development (Or willing to complete this if successful)
* JNC professional Qualification
* Degree level qualification (or academic equivalent) in related area of Youth and Community work.
* Behaviour Support experience
* Non-Violent Resistance training
* Trauma informed practice
* Restorative Practice
* Evidence of working with social care, police and other relevant partners.

