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**Person Specification for Seeds4Success Assistant Youth Workers**

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| **Skills, Knowledge & Experience**  **(Creativity, problem solving skills & interpersonal skills)** | **Essential** | **Desirable** |
| Experience or working with groups of children or young people in an informal setting, with a track record of success | Experience of managing groups and individuals and resilience to deal with emotional and behavioural difficulties presented by families and young people. |
| Willingness to access training to support professional development | A level 2 qualification in youth work or related subject |
| Able to work effectively within a wide range of partnerships | Public presentation, facilitation and communication skills. |
| Good understanding of issues relating to vulnerable young people | Experience of social media as a tool for engaging with young people and fundraising |
| Understanding of the issues that rural communities face. | Experience of leading or supporting the delivery of accredited youth programme’s |
| Ability to meet deadlines and manage own workload | Understanding of local and national youth policy |
| Ability to work flexible hours | Experience of data collection, analysis and report writing. |
| **Personal attributes**  **(Initiative, building, relationships, team working, equipment, data etc.,)** | Ability to travel around south west Wiltshire | MIDAS trained or able to drive a minibus |
| Knowledge of safeguarding and health & safety issues and confidentiality | Good administration skills, keyboard skills and ability to use Microsoft Word, Access, including ability to produce promotional material. |
| Good written and verbal communication skills. |  |
| Good interpersonal skills, able to relate to young people, decision makers and funders |  |
| Ability to use own initiative and demonstrate perseverance. |  |
| Able to supervise, motivate and inspire groups of young people and individuals |  |
| Well organised, confident and self -motivated. |  |
| Good negotiating skills. |  |
| Adaptable, flexible and creative. |  |
| Ability to work independently and as part of a team. |  |
| **Resource Management (Assets, finances etc.,)** | Resourceful with an understanding of budget management. |  |
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