

Job description

Arts and Wellbeing Key Worker Creative Natives Project

Part time (21 to 31 hours per week)

For over 50 years, Cyrenians has tackled the causes and consequences of homelessness.

We understand that there are many routes into homelessness, and that there is no 'one size fits all' approach to supporting people towards more positive and stable futures. That's why all our work is values-led and relationships-based. We meet people where they are, and support them towards where they want to be.

Our mission: To tackle the causes and consequences of homelessness through learning from lived experience; by delivering targeted services which focus on prevention, early intervention and support into a home; and by influencing changes in legislation and policy.

Compassion | Respect | Integrity | Innovation

1 General

Cyrenians has an ambitious plan to develop its services which support people to gain the confidence, skills, qualifications and experience to lead a healthy working life. We deliver a range of services focused on young people who face barriers to employment, training and further education.

The Creative Natives Wellbeing project provides holistic, person-centred support, alongside a flexible menu of creative experience activities, which support young people who are, or have, struggled at school to progress onto further education, training, or employment with an emphasis on the connection between creativity, wellbeing and good mental health. We also run sessions to support young people experiencing eating disorder through a programme of arts/creativity-based activities and, where possible, also their siblings and families.

Our key workers deliver comprehensive, nurturing and individualised support by building trusted relationships with each participant. Our way of working is assets-based, guided and led by each young person's interests and aspirations. We offer support on a 1 to 1 basis and in small groups.

In a safe and supported environment, young people will be able to develop and acquire new creative skills, build confidence and resilience through the medium of creativity in all its forms until they are ready to move on.

Cyrenians requires all staff to be flexible in their approach and to display care, respect and a non-judgmental approach, being prepared to work tenaciously and imaginatively towards successful outcomes.

2 Tasks and Responsibilities

Provide excellent one-to-one support to young people using the service

- Support young people to engage with the project by developing trusted relationships and supporting them to be creative.
- Develop creative/wellbeing activities for young people to experience and take ownership of on an individual or small group basis.
- Offer person-centred support to young people and family members who are experiencing issues affecting their wellbeing.
- Promote the development of resilience in young people through providing a safe space for them to raise their concerns and fears and give them the time to talk through these.

Design and deliver creative activities which will promote personal development for young people.

- Help young people to be fully engaged through a non-judgemental and nurturing approach to the activities.
- Consult with staff, volunteers and young people on activities e.g. arts, culture and other personal development.
- Ensure activities provide opportunities for young people to learn and develop.

Planning

- Promote continuous service improvement and best practice in working with visitors
- Develop and work within service policies and procedures
- Contribute to discussions about the development of wellbeing support within Cyrenians

Participate in all aspects of managing and monitoring the service.

- Participate in service planning meetings and reviews.
- Maintain an individual work plan that is consistent with the overall service plan.
- Participate in Annual Review and regular supervision sessions.
- Undertake training which is appropriate to the project's needs.
- Undertake other relevant tasks as required by the Service Manager.

3 Person Specification

Knowledge and Experience	
Experience of working directly with young people in participatory, inclusive ways (including those who have disengaged from school/youth settings)	Essential
Demonstrable understanding of the issues that affect young people, including mental health and eating disorders	Essential

Knowledge or experience of arts / creative industries	Essential
Ability to establish good professional working relationships with a range of partners and stakeholders	Essential
Qualification in Careers Guidance, Community Education, Community Arts or Youth Work or suitable level of experience in delivering Key Work	Desirable
Knowledge of services and projects for young people in Edinburgh and understanding of the Scottish education system	Desirable
Lived experience of the issues faced by those who use our services	Desirable
Values and attributes	
Passionate about enabling people to reach their potential	Essential
Commitment to quality assurance and high standards in service delivery	Essential
Patient and respectful of all people, whatever their background or presenting behaviour	Essential
Ability to relate to and communicate with young people who may feel excluded and marginalised	Essential
Able to work flexibly, manage own workload, and respond to emerging situations	Essential

4 Terms & Conditions

<u>Employer:</u>	Cyrenians
<u>Line Manager:</u>	Senior Key Worker
<u>Liaison with:</u>	Cyrenians Learning & Work Team, CAMHS, partner organisations
<u>Workplace:</u>	Edinburgh
<u>Working Hours:</u>	21 to 31 hours per week
<u>Annual Leave</u>	25 days plus 10 public holidays (pro-rata)
<u>Salary:</u>	£25,101 - £27,907 pro rata (scale points 20-24) This equates to £14,246 per annum for a 21-hour week or £21,030 per annum for a 31-hour week
<u>Pension:</u>	Auto-enrolment into Qualifying Workplace Pension Scheme (QWPS) which is a Group Stakeholder Pension Scheme – current contributions being 5% employee and 3% employer. Option of enhanced Employer contributions to the same QWPS of 6% initially, rising to 9% after 2 years and 12% after 5 years (subject to employee contributions of 6%)
<u>Funding:</u>	Funding has been confirmed for one year
<u>Disclosure:</u>	PVG scheme membership is required

5 Application deadline and Interview dates

Closing date: 12 noon on Monday 20th May 2024
First interview date: 28th May 2024
Second stage: Week commencing 3rd June 2024

If you are invited to the second stage, this will involve coming into the studio. This will give us a chance to see how you interact with the young people, and let you see what it is like in the studio.

Please refer to the Recruitment Information leaflet for further information on completing and submitting your application form.

Further information can be found at www.cyrenians.scot