

Navigator Project

Youth Navigator

employed by Medics Against Violence (SC041153)

- Base Location** *All posts require flexible working including working from home and occasional travel across the central belt*
- Reports To** Navigator Regional Youth Supervisor
- Hours of Work** Full time, 35 hours per week across a flexible shift pattern which includes late evening/weekend working
- Salary and Benefits** **Salary scale:** £20-25k per annum, new entrants should expect to be placed at the first point of the scale.
- Expenses:** All reasonable business-related expenses will be reimbursed. Home to base travel will not be reimbursed.
- Pension scheme:** Employees are enrolled into a workplace pension scheme unless they choose to opt out.
- Annual leave:** 25 days paid holiday per year plus 10 statutory public holidays.
- Training:** Regular training is provided to the team
- Other:** All staff have regular access to a confidential counselling service
- Contract Type** Fixed term for 12 months from commencement of the post
The first three months will be a probationary period.
Extension dependent on performance and funding.
- Other** Applicants will be enrolled on the PVG (Protecting Vulnerable Groups) scheme.
- A full driving licence is desirable for this post as there is a need to travel to meet service users.

JOB PURPOSE

- Youth Navigator is an innovative programme run by Medics Against Violence (MAV), a healthcare charity registered in Scotland known for running successful projects including Navigator, MAV Schools, and Ask, Support, Care (ASC). More information on the charity is available on our website: www.mav.scot
- The aim of the programme is to improve wellbeing, engagement, and life chances for those who accept support through a hospital and community outreach youth work model.
- The postholder will work as a **Youth Navigator**, providing a hospital and community-based intervention to support adolescents who present as patients, often with complex social

needs and in times of crisis. We are looking for exceptional youth worker(s) with experience and an understanding of the youth work approach, a proven ability to work in partnership with vulnerable young people, and the capacity to form effective working relationships with a wide range of partners and agencies.

- On occasion, the post holder may be required to assist with other activities of Medics Against Violence or the wider Navigator project (this will be minimal).

JOB DESCRIPTION

Main duties & responsibilities

1. Form strong, professional relationships with the wider clinical team including nurses and support workers, doctors, and ambulance crews, working closely with them to identify patients who may benefit from the Youth Navigator service. Further to form strong community connections with statutory and third sector organisations.
 - a. Engage with willing patients within the emergency department or ward, build connections and discuss future support options.
 - b. Support identified patients through community outreach, build strong therapeutic relationships which help them to build agency and control over their decisions.
 - c. Connect service users to existing community supports and provide necessary support to maximise engagement.
 - d. Manage a case load and daily activities, respecting confidentiality with strict adherence to GDPR principles.
2. Assist with the on-going development of the service model to ensure service users gain the maximum benefit from Youth Navigator interventions.
3. Manage administrative systems and functions, ensuring service user forms, databases, contact files and emails are kept updated and secure in line with the Data Protection Act, our Confidentiality and Consent Policies and GDPR principles.
4. Work within and comply with Youth Navigator, Medics Against Violence and local NHS policies.
5. Provide 'buddying' or informal mentoring to new members of staff.
6. Continually develop personal level of awareness and knowledge of the issues around all forms of violence, complex social presentations and their causal factors.
7. Actively research and network with other relevant organisations working in the local area and build strong partnerships with them, ensuring Youth Navigator is able to offer as diverse sign posting options as possible.
8. Actively participate in staff meetings, governance groups, case conferences, session evaluations, supervision/reviews and planning sessions.
9. Participate in Youth Navigator's development by feeding back to Line manager and governance groups on the needs of the service user group and the on-going development of the service.
10. Assist in maintaining good working relations with stakeholders, project partners and with other agencies and to represent Youth Navigator and Medics Against Violence at external meetings and in the media as appropriate.



11. With guidance and support from the organisation, undertake continuous professional development, through attendance at courses and other educational activities relevant to the role. Fully participate in work supervision and appraisals.
12. To work as a member of the wider team and assist as required across all the organisation's project (this will be minimal).
13. Strict adherence to Child Protection and Safeguarding policies from Medics Against Violence, NHS health boards and local authorities, reporting any identified concerns to the responsible clinical staff at hospital and a line manager.

HOW TO APPLY

To apply for this exciting job opportunity, please fill out the online application form at:

www.mav.scot/jobs

Should you have any issues or require an application form in an alternative format, please email info@mav.scot and we will be happy to help.

Person Specification

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Effective team member • Experience of working in multidisciplinary teams • Proven track record of working in partnership with young people and ability to build positive relationships with them. • Experience of delivering 1:1 support to young people • Experience and understanding of how the youth work approach can be used to achieve positive outcomes • Experience of building and sustaining strong professional relationships 	<ul style="list-style-type: none"> • Worked with projects which seek to address issues around violence or inequalities • Mediation experience • Youth work experience across a range of settings
Knowledge	<ul style="list-style-type: none"> • Knowledge of the causes and effects of social exclusion/isolation/inequality • A good understanding of the physical, social and emotional development needs of young people • A sound understanding of child protection and safeguarding issues and knowledge of best practice within the youth work sector • A sound understanding of risk management as it applies to working with young people • Knowledge of addictions and mental health issues, and how these impact on young people • An understanding of Adverse Childhood Experiences (ACEs) 	<ul style="list-style-type: none"> • Knowledge of local support organisations and services • Knowledge of family effects of addiction, mental health, domestic abuse, sexual violence
Qualifications	<ul style="list-style-type: none"> • Educated to degree level in Youth Work, Community Education or Community Development • OR other youth work qualification for example HNC/HND in Youth Work and an SVQ3 in Youth Work • Child protection training to at least Level 2 (further training will be provided) 	<ul style="list-style-type: none"> • Mental Health First Aid or equivalent • Counselling qualification • Registered with the Community Learning and Development Standards Council (CLD)

	Essential	Desirable
Personal Skills and Attributes	<ul style="list-style-type: none"> Resilient and reflective practitioner Able to identify risks and take steps to mitigate against them Maintain effective health and wellbeing practices for self and service users A strong, passionate work ethic A strong awareness of boundaries and how to work within them Ability to work without direct supervision 	
Professional Skills	<ul style="list-style-type: none"> Effective time management, able to prioritise tasks and workload to achieve deadlines Understand and respect personal limitations, able to identify when to seek support and advice. Proficient in the use of IT systems e.g., Word, Excel, PowerPoint, Outlook Experience of accurate and timely record keeping, monitoring processes and of producing professional reports Full driving licence 	<ul style="list-style-type: none"> Public speaking experience including delivering presentations, seminars and training.