

## Person Specification

### Key Skills and Attributes:

- Supervisory and group management experience – essential for maintaining a safe, inclusive, and engaging environment for all participants.
- Strong mentoring and coaching skills – able to inspire, motivate, and guide young people toward positive personal and social development.
- Excellent communication skills – both verbal and written, with the ability to engage effectively with young people, colleagues, and partner organisations.
- Empathy, patience, and understanding – particularly when supporting young people through challenging behaviours or circumstances.
- Effective organisational and time management skills – capable of planning, coordinating, and delivering multiple sessions or activities efficiently.
- Proactive problem-solving ability – with sound judgement and the capacity to think critically about the needs and wellbeing of young people.
- Teamwork and collaboration – able to work effectively as part of a multi-agency or consortium-based team.
- Adaptability and creativity – comfortable working in dynamic environments and adjusting delivery methods to suit diverse groups.
- Commitment to safeguarding and professional boundaries – understanding the importance of maintaining confidentiality, safety, and ethical standards.
- Digital literacy – confident in using basic IT tools, social media, and online resources to support communication and programme delivery.
- Self-motivation and initiative – able to work independently, manage priorities, and take ownership of tasks and outcomes.

Criteria	Essential	Desirable
Qualifications	<p>Minimum of 5 GCSE@s from A* to C grade to include English and Maths</p> <p>Minimum Level 1 qualification in Youth Work or equivalent or A relevant 3<sup>rd</sup> level qualification in Youth work?</p>	Degree-level qualification in Youth Work, Community Development or related field
Experience	<p>At least 1 years' experience working directly with young people aged 16–24</p> <p>At least 1 years' experience in delivering youth work programmes</p>	More than 1 years' experience delivering funded youth programmes (e.g., PEACE, T:BUC, EUSS, or similar)
Knowledge & skills	<p>Understanding of youth participation and informal education methods</p> <p>Excellent written and oral communication skills</p>	<p>Knowledge of monitoring &amp; evaluation tools for youth projects</p> <p>Ability to effectively network within sector and build strong relationships</p>



	<p>Ability to engage with vulnerable and marginalised young people</p> <p>Ability to use digital tools (MS Office, social media) to support youth engagement</p>	<p>Ability to manage change effectively</p>
Circumstances	<p>Have a current full driving licence and access to a vehicle</p> <p>Ability to travel independently throughout NI</p> <p>Able to work out normal working hours to include evenings and weekends</p>	