



THE NATIONAL  
HOUSE PROJECT



## Job Description

<b>Job Title:</b>	Young People's Participation and Development Worker
<b>Organisation:</b>	The National House Project (NHP)
<b>Section:</b>	The Care Leavers National Movement (CLNM)
<b>Responsible to:</b>	Director of the National House Project
<b>Hours/contract:</b>	37.5 hours per week, full time
<b>Salary:</b>	£42,000

### Introduction

The NHP supports Local House Projects (LHP) to take a ground-breaking approach through their commitment to young people's ownership to enable young people leaving care to achieve successful independence. The House Project approach was co-designed with young people from the start and works on cooperative principles through which adults and young people in and leaving, care work together to refurbish properties that become their homes and build a long-term community of support.

### Job Purpose and Outline

This new role requires a care experienced individual with strong communication skills and experience in working with young people to ensure that the Charity continues to operate with the voice of young people at the heart of all decision-making processes.

The successful candidate will:

- Support and facilitate the Care Leavers National Movement (CLNM) and ensure authentic involvement of young people across all aspects of the charity.
- Deliver on the CLNM mission to 'engage young people in the House Projects through a national movement which will capture and share stories of success, highlight system challenges and test new ways of working that can benefit young people leaving care'.
- Provide direct input to care leavers and young people in the CLNM and across the LHPs. Ensure that they have the maximum possible ownership of the project, maintain their membership and achieve good outcomes.
- Work with project staff to enable them to truly involve young people in making decisions about their projects and their own lives.

The post holder will have to work tenaciously, flexibly and in an entirely solution focused and empowering way.

The successful candidate will be self-driven, energetic and proactive with a commitment to delivering a high quality service.

You will be based at the NHP office which is in Crewe, but you will be expected to travel to Local House Projects and attend meetings across the country on a regular basis.

## **Key Duties / Responsibilities**

Take ownership of the development of the Care Leavers National Movement

- Develop the CLNM so that all LHPs are represented, that young people are supported to attend and participate, and that the Movement delivers against its vision and mission statements.
- Prepare a schedule and flow of work for the CLNM as agreed by the Members and the charity
- Ensure a method of working whereby the CLNM develops relationships with LHPs so that all young people are engaged in and contribute to the development of a wider 'movement'.
- Ensure that there are agreed ways of working with all young people and that all documents are easily understood and readily accessible on the CLNM website.
- Ensure that the CLNM website is up to date, young person centred and is used by the Movement.
- Develop a peer review process so that young people can offer a direct challenge and support system to LHPs.
- Develop the CLNM so that it becomes an expert young person's reference group, that develops best practice for both House Project activity, and wider leaving care services.
- Develop best practice position statements to inform practice and policy change, deciding which arena these statements should be presented to.
- Ensure the publication of a bi-monthly newsletter that is accessible to all young people across the LHPs.
- Develop with the CLNM an annual young person's event, which is led by young people for young people.

Develop young people's ability to represent CLNM at the National House Project Board of Trustee meetings

- Support, prepare and mentor CLNM members to attend the Board of Trustees meetings as expert advisors.
- Develop with the CLNM a report that is jointly written, owned by the young people and presented at Board of Trustee meetings.
- Support the CLNM to agree the information that they want to share with, or escalate to, the Board of Trustees.

Work with Local House Projects

- Build strong relationships with current and potential Local Authorities to ensure that ongoing support is appropriately recognised and provided.
- Attend and participate in Community of Practice meetings to both share the work of the CLNM, advocate on their behalf and take feedback and learning from these meetings back to the CLNM.
- Advise, guide and support Local Authorities on how they engage young people.

Work with the National House Project

- Develop and maintain an in-depth knowledge of the NHP work, in order to present current and prospective partners with an appropriate, articulate and compelling case for support – both in writing and in person.
- Whilst needing to be self-motivated, you will also need to work as part of the NHP, and to contribute to the development of the charity, attend supervision and annual appraisals.
- As the number of House Projects increase, develop regional arrangements for the Care Leavers Movement meetings to feed in to the CLNM.
- Prepare and support young people to present at external meetings and conferences.

## Person Specification

**Job Title:** Young People’s Participation and Development Worker  
**Organisation:** The National House Project  
**Section:** The Care Leavers National Movement

**Minimum Essential Requirements** - Evidenced by: **a:** application form **b:** test **c:** interview

	<b>a</b>	<b>b</b>	<b>c</b>
Have care experience.	√		√
Professional/academic qualification in a related field e.g. Youth Work; Social Work; Education, Health	√		
Understanding of child development, the impact of trauma and experience of working with vulnerable young people.	√		√
Ability to form positive relationships with young people that facilitate personal development.	√		√
Previous successful experience of working with young people, who have faced difficult circumstances, some of whose behaviour may be challenging or chaotic, and supporting them to build confidence and achieve good outcomes.	√		√
A value base that is ‘risk aware’ and not risk averse and a belief that young people, with the right support, can find the solutions to the challenges they face.	√		√
Good problem solving and analytical skills with the ability to interpret complex information and plan accordingly.	√	√	
Self-motivating and proactive with a proven ability to use own initiative when making decisions and planning.	√		
Ability to deal with a constantly evolving role.	√		
The ability to demonstrate support for innovation with experience of implementing organisational change and helping others to successfully manage change.	√		
Ability and motivation to involve young people in decision making at every level.	√		
Absolute personal commitment to the aims of the House Project, willingness to be accountable for outcomes for young people and a ‘can do’ approach necessary to achieve them.	√		√
Proven ability to pro-actively promote and raise awareness of services.	√		
Strong communication skills with the ability to express oneself clearly in conversations and interactions with others and in writing.	√	√	
The ability to develop, maintain, and strengthen partnerships with others inside or outside the project and to gain others’ support for ideas, proposals and solutions.	√		√

The ability to provide motivational support to staff and young people.	√		√
The ability to demonstrate interest, skill, and success in getting groups to learn to work together.	√	√	
The ability to delegate responsibility and to work with others and coach them to develop their capabilities.			√
Commitment, patience, flexibility, the ability to remain calm and objective when under pressure, an ability to cope with traumatic situations and have a positive 'can do' attitude.	√		√
Satisfactory check through the Disclosure and Barring Service.	√		