



Candidate Pack Youth Worker

Thank you for expressing an interest in a role with KDYT, please read this document carefully as it gives important information and instructions to help with your application.

Who are KDYT?

Kidderminster & District Youth Trust (KDYT) was founded in 1966 by Charles Talbot then Mayor of Kidderminster, his vision was to build a facility dedicated to young people that could be held in trust for generations to come. This vision was realised in 1970 with the construction of Youth House which has served generations of young people and continues to do so today.

We work with young people across the District of Wyre Forest, providing a range of fun positive activities for them to take part in, and also supporting them on any issue that is important to them, no matter how big, or small, it may seem to them.

Young people are at the centre of all the work we do at KDYT which provides an exciting and varied working environment which we hope you will excel in.

We work with young people from all backgrounds, they tell us they feel safe, welcome, and accepted for who they are, and want you to be yourself at KDYT and value everything that makes you unique. We recognise and celebrate people's differences and together that makes KDYT a great place to work.

KDYT are committed to safeguarding and protecting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment.

What are we looking for?

We are looking for an enthusiastic and friendly Youth Worker who can offer guidance, support, and form positive, professional one-to-one relationships with young people. whilst delivering youth work sessions.

You will need to be empathic, an active listener, non-judgmental and be able to build rapport and develop trusting relationships with young people.

We are seeking someone who is passionate about engaging with young people and being an advocate in supporting them with any barriers, so they can reach their full potential in society.

You will be someone who is outgoing and friendly and who can be relied on. You will not over promise but be able inspire and encourage young people to grow their ideas and dreams.

You will be keen to learn and work as part of a team and be enthusiastic for the work of KDYT and the benefit it gives young people and the local community. You will be committed to the values, purpose, and mission of KDYT.

Safer Recruitment Information.

The following are key elements of our safer recruitment process, please ensure you read and understand these before applying, as failure to do so may result in your application not being shortlisted.

- You must complete the whole application form, please do not leave sections incomplete.
- We must be able to trace your career from High School to the present day, if there are any gaps these **must** be explained.
- If necessary, we will ask you specific questions about your application during the interview.
- Please ensure that you provide two references, one **must** be your most recent employer and KDYT **must** be able to approach these references before interview, if required. Where this might be difficult, please let us know.
- You will be interviewed by Young People and KDYT staff, everyone on the interview panel has an equal say in the process.
- We are operating a two stage interview for these posts, stage one is a formal interview and stage two will involve working with young people on set tasks.
- A series of employment checks and an enhanced DBS will be carried out once you are offered a position, should any of these cause an issue KDYT reserve the right to withdraw any offer of employment.
- You will be required to undertake a 6 month probationary period.

If you need further clarity on any of the above, please email m.oliver-brooke@kdyt.org.uk