

URBAN PURSUIT

taking risks to transform lives



Adventure Youth Worker

**Job Application Pack
Bristol**

Context



Urban Pursuit are seeking an Adventure Youth Worker who will bring energy and inspiration to our talented and dedicated team. Our significant impact on educational exclusion began in Bristol in 2011. Our highly successful alternative education provision is varied, engaging and impactful, offering a programme of personal and social development across Bristol and its neighbouring local authorities.

Our programmes empower young people to make significant personal progress, to gain hope, and to be inspired to journey towards a positive future. At the heart of our ethos is a spirit of adventure and responsible risk-taking. We use adrenaline sports and adventure activities to deliver personal and social development programmes that lead to lasting change in the lives of many young people.

Job Title	Adventure Youth Worker
Line Manager	Senior Adventure Youth Worker
Responsible for	<ul style="list-style-type: none">• Running group and one-to-one sessions with young people• Participation in end of day debriefs and feedback writing.
Salary	Pay is awarded on a tiered system starting at £99.20 per day (£23,114 Full Time Equivalent). The maximum salary for this role currently set at £108.90 (£25,374.18 FTE) with regular reviews.
Contract	Permanent. Part-time (minimum 2 days per week, by discussion at interview).
Working arrangements	This is a term-time-only role with up to 10 additional working days during school holidays (pro-rata); holidays cannot be taken during term time. This role is not eligible for remote work.
Location	Travel is required to various activity locations within the surrounding area of our city-based office.
Perks	We boast of our supportive team, wellbeing practices, great shared office with free parking, complimentary drinks fridge and company vehicles provided for work hours.

We're committed to building lasting relationships.

Job Description

About you

As the successful candidate for the **Adventure Youth Worker** role you will demonstrate a real passion for seeing the lives of vulnerable teenagers transformed and have a strong professional track record that reveals competency, commitment, and strong character qualities. You will have an outgoing approach to life and be enthused by the learning opportunities afforded by adrenaline sports and adventure activities. You will have a range of personal qualities that align with our person specification and be fully committed to our organisational values. You will ideally have some experience of working with young people and will have the capacity to work in challenging environments. A full driving licence is essential (see minimum requirements below).

About of the Role

As an Adventure Youth Worker you will be a part of the team working alongside our young people in order to support them reaching their full potential, running the sessions as part of the Urban Pursuit education programme.

Young people typically attend Urban Pursuit one day each week, alongside their main educational provision. In this role you will work in a pair to support a group of up to six young people each day as part of a varied activity curriculum. You will also work with other young people on a one-to-one basis.

The working days for part-time staff remain the same each week to provide consistency for the young people. For example, someone committing to working on Tuesdays and Fridays would continue to work those two set days each week going forward.

Responsibilities



Supporting Young People

- Maintaining a mentoring-style relationship with young people on the programme
- Supporting young people's development, including their work towards targets, by providing regular times of reflection and review
- Ensuring that all young people receive personal written feedback at the end of each day
- Overseeing young people's pastoral needs, individual risk assessments, and other relevant personal information
- Managing day-to-day unplanned situations that arise (including basic first aid, behaviour management strategies, emotional support, and spontaneous crises)
- Referring safeguarding issues immediately if they qualify as a 'Cause for Concern' or require the attention of social services or police

Practicalities

- Planning and delivering in-house activities in line with the term's schedule
- Logistics, including pick-ups, drop-offs and transport between activities in company vehicles. This may include travel to neighbouring local authorities
- Organising equipment and procuring consumables for each day's needs
- Ensuring vehicles and equipment are well maintained, communicating any damage or stocking needs

Other

- Keeping up-to-date with relevant professional practices and training as provided
 - Attending paid termly 'twilight' training sessions (4-6pm)
 - Attending two full-day training sessions at the start of each academic year.
- Carrying out other relevant duties as directed by the Leadership Team
- Offering up to two weeks' worth of additional paid work during the school holidays. (This is allocated pro-rata: someone working two days each week would commit to a minimum of 4 days work over the holidays.)

We never give up on young people.

Person Specification



Desirable attributes are marked with an asterisk (*). All others are essential.

Personal attributes

- Alignment with our organisation's values
- Team player
- Ability to innovate and be proactive
- Ability to handle highly stressful situations calmly and professionally
- Flexibility to work occasional variable hours
- An ability to problem solve
- Professional manner and approach
- Display patience and resilience in difficult situations
- Ability to self-reflect
- Physically fit and active
- Personal sports interests*

Qualifications & Training

- Clear Enhanced DBS check
- Full driving licence with a minimum of 2 years' experience
- Driving experience: 2 years, or 8,000 miles or Pass-Plus
- Current First Aid certificate*
- A qualification in a relevant education or activity field or equivalent experience*

Knowledge & Skills

- Excellent communication skills (written, listening, and oral)
- Excellent time management and forward planning skills
- Very organised
- Use of a modern smart phone with latest OS to handle modern apps and security updates
- Experience of working with vulnerable/challenging young people*
- Knowledge or experience of working in schools*
- Knowledge or experience of child protection & safeguarding and/or psychological/developmental research relevant to working with vulnerable young people*
- Ability to work confidently with MS Office applications*

Application Process



Application Please apply through the Application Portal on our website's Vacancies page, including submitting the following two documents:

- Current CV, including contact details for two referees (one from your current/most recent employer)
- A covering letter (500 words max.) which outlines your personal vision, values and motivations, as well as the skills you have developed for this role

Note: All documents should either be in PDF or MS Word format. (Documents should not require passwords or links to cloud-based systems, such as Google Drive.)

Application Deadline Applications for this role may be processed as they are received. The latest that the vacancy will remain open is **midday Tuesday 3rd June 2025**.

Informal interview If you are selected, you will be invited to meet with us for an informal interview over coffee. You will otherwise receive a courtesy email.

Trial stage If your interview is successful, you will then be asked to take part in a full-day's 'trial day' with one of our groups, alongside our existing team. This will give you a chance to see our unique approach in action, as well as for us to assess how you work with our young people and our staff.

Start Date The successful candidate will begin as soon as possible after their interview day.

Please note We operate a Safe Recruitment Process, including the requirement of a police check and suitable references prior to starting work.

Using the power of relationship and adventure.