URBAN PURSUIT

TAKING RISKS
TO TRANSFORM LIVES!

# ADVENTURE YOUTH WORKER

**Urban Pursuit**
**Job application information pack**

**urbanpursuit.co.uk**

# JOIN OUR TEAM

We 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.

Urban Pursuit is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We implement a robust safer recruitment process, which includes an enhanced DBS check and satisfactory references for all successful candidates

# CONTEXT

The Adventure Youth Worker shall be responsible for delivering engaging, adventure-based learning experiences that support the personal and social development of vulnerable young people. They shall deliver one-to-one support and lead small group sessions in pairs, ensuring consistency, safety, and positive outcomes in line with Urban Pursuit's educational programme and values.

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| **Job Title** | Adventure Youth Worker |
| **Line Manager** | Senior Adventure Youth Worker |
| **Responsible for** | • Running group and one-to-one sessions with young people<br>• Participation in end of day debriefs and feedback writing. |
| **Salary** | Pay is awarded on a tiered system starting at £107.60 per day (£25,080 Full Time Equivalent). The maximum salary for this role currently set at £121.93 (£28,420 FTE) with regular reviews. |
| **Contract** | Permanent. Part-time (2 or 3 days per week, by discussion at interview). Pathways to increase responsibilities over time towards a salaried position. |
| **Working arrangements** | This is a term-time-only role with potential additional working days during some school holidays. Holidays cannot be taken during term time and 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, plus CPD opportunities. |

# 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 or two days 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

# 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 Adventure Youth Worker positions are currently open on a rolling basis. We will review and respond to applications as we receive them. There is no fixed deadline to apply.

**Informal interview**

If you are selected, you will initially be invited to meet with us for an informal interview over coffee.

**Trial day & Formal interview**

If your informal interview is successful, you will be asked to take part in a full trial day with one of our groups, alongside our existing team. This will give you a chance to see our unique approach in action. This will be followed by a couple of short tasks in the office.

**Start Date**

The successful candidate will begin as soon as possible.

# OUR STORY

## Our Story

Urban Pursuit started in Bristol in 2011, with founders Neil and Emma Dennison. Since the beginning, things have been driven by a deep belief that we can change the story for many who struggle within mainstream education.

Urban Pursuit's focus on personal and social development is engrained throughout the Education Programme, which uses activities and adventure as a tool of engagement. Young people typically spend a day each week at Urban Pursuit alongside their regular education.

Neil gave up a role as Assistant Headteacher and his career in mainstream education in order to provide better support for vulnerable young people. Emma moved from a role in a Behaviour Support Unit and brought her experience in mentoring and small group work.

Together they worked toward the vision of 'every vulnerable young person finding hope and a future'. There have been many changes since those early days, but the belief remains the same: that the transformative power of relationship, risk and adventure can reduce school exclusions.

**"Urban Pursuit is a very professional alternative education provider with such an impact on students' learning and development. Their dedication to understanding students on an individual level enables them to gain confidence and build their self-esteem. The individual feedback provided is invaluable."**

Jo Williams
Redland Green School

## Meet our Founders

**Neil and Emma Dennison**

URBAN PURSUIT

# TAKING RISKS TO TRANSFORM LIVES!

**WE'RE COMMITTED TO BUILDING LASTING RELATIONSHIPS**

**WE'RE PROUD TO GO THE EXTRA MILE**

**WE NEVER GIVE UP ON YOUNG PEOPLE**