

Job Description and Person Specification

Intensive Support Youth Worker

Job Details	
Grade	PR1 (JNC2)
Service	Early Help and Protection Service
Location	City Wide
Job Evaluation Code	

Coventry City Council Values
We expect everyone who works for us to be committed to our One Coventry values and to share our commitment to becoming a more diverse and inclusive organisation: Open and fair: We are open, fair and transparent. Nurture and develop: We encourage a culture where everyone is supported to do and be the best they can be. Engage and empower: We engage with our residents and empower our employees to enable them to do the right thing. Create and innovate: We embrace new ways of working to continuously improve the services we offer. Own and be accountable: We work together to make the right decisions and deliver the best services for our residents. Value and respect: We put diversity and inclusion at the heart of all we do.

Job Purpose
Lead, develop, and deliver targeted youth work interventions across the city, aligned with the priorities and policies of the local authority and One Coventry. Collaborate with internal and external partners using a multi-agency approach to raise awareness, promote best practice, and build workforce confidence, ensuring young people can access high-quality services through training, mentoring, and coaching.

Key Responsibilities and Accountabilities	
Work across the city, leading and contributing to the delivery monitoring and evaluation of targeted youth work activities.	
Identify, analyse, and assess the needs of local young people, contributing to the development of targeted programmes aligned with City Council priorities.	
Support the planning and delivery of targeted youth work interventions to meet identified needs.	
Deliver targeted support to young people with complex needs or vulnerable behaviours, taking a whole family approach and ensuring agreed outcomes are achieved.	
Monitor, evaluate, and review practice to drive continuous improvement in targeted youth work delivery.	
Contribute to the design and delivery of staff development activities to strengthen workforce skills and impact.	
Effectively manage and utilise resources in line with City Council policies and procedures.	
Maintain accurate records, including assessments and plans, follow Family Help processes where appropriate, and act as Lead Professional when required.	
Ensure all work complies with City Council policies and promotes equality, diversity, and inclusion in all activities.	
Any other duties and responsibilities within the Salary grade.	

Key Relationships			
External:	Police Schools Health Services Voluntary Sector Youth Providers Housing services	Internal:	Family Help Horizon Youth Justice Social Workers LA Housing

Standard Information

Post holders will be accountable for

- carrying out all duties and responsibilities with due regard to Code of Conduct, Safeguarding, Health & Safety and the City Council's Workforce Diversity and Inclusion Policies. Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.
- attending any training and undertake any development activities that are identified as mandatory/beneficial to their role.
- any other duties and responsibilities within the range of the salary grade.

Responsible for

N/A

Person Specification

Requirements

Knowledge	Knowledge of trauma-informed, restorative and relational approaches to youth work, with an understanding of how these frameworks support engagement, build positive relationships, and improve outcomes for young people with complex needs and vulnerabilities.
Knowledge	Knowledge of assessing need and planning targeted interventions , including understanding adolescent development, contextual safeguarding, and the use of multi-agency approaches to design inclusive, responsive programmes aligned with local priorities.
Knowledge	Knowledge of evidence-informed practice and continuous improvement , including monitoring and evaluating impact, maintaining accurate records, and applying learning to strengthen delivery, workforce development, and equitable outcomes for young people.
Skills And Ability	Ability to plan, lead, and deliver high-quality youth work programmes , responding effectively to the needs of young people and involving them in decision-making to shape activities and outcomes.

Skills And Ability	Strong communication and engagement skills , with the ability to build positive relationships with professionals and young people. Work effectively with a diverse range of young people and families, including those with complex needs.
Skills And Ability	Ability to manage competing priorities and coordinate workloads , while working collaboratively and constructively, and confidently recognising and challenging discriminatory behaviour to promote inclusive practice.
Experience	Experience of delivering targeted youth work interventions , including 1:1 support with young people and their families, particularly those affected by adversity and complex needs, with a strong commitment to inclusivity and respecting diversity in all aspects of practice.
Experience	Experience of building positive relationships and advocating for young people , supporting them to navigate challenges and achieve improved outcomes.
Experience	Experience of working in partnership with a range of agencies and professionals , facilitating and promoting effective collaboration, advocacy and constructive challenge to meet the needs of young people and families.
Qualification	Professional qualification in Youth work at degree level or higher
Special Requirements	

Disclosure and Barring Service (DBS)			
Does the role require a DBS check?			
Find out which DBS check is right for your employee - GOV.UK			
And if so, which type?			
Basic Check ☐	Standard Check ☐	Enhanced Check ☐	Enhanced + barred list check ☒

Declaration			
Reviewed/Created By:	Nicola Martin-Jones		
Job Title:	Early Help Manager	Date:	June 2026