

Person Specification Youth and Communities Worker (Revised: September 2026)

1. PERSONAL QUALITIES

Essential:

- Commitment to working with young people to enable them to fulfil their potential
- Committed to creating safe, welcoming spaces where young people feel able to belong, contribute and thrive
- Enthusiastic, positive, and motivated
- Able to deal with conflict and stressful situations involving young people from challenging backgrounds
- Ability to collaborate effectively as part of a team
- Possess a mature outlook, exercises sound judgement, and displays confidence
- Able to work independently in a sometimes-demanding environment
- Demonstrates initiative as an enthusiastic and motivated 'self-starter', capable of developing new programmes of work
- Excellent communicator particularly with disadvantaged young people, including the ability to communicate the Christian faith effectively and appropriately
- Flexible and adaptable
- Reliable and punctual in fulfilling responsibilities

2. QUALIFICATIONS AND TRAINING

Desirable:

- GCSE Grade 4 or above (or equivalent) in English and Maths
- Recognised youth work qualification, or working towards one
- Relevant safeguarding training, or willingness to undertake this

3. EXPERIENCE

Essential:

- Experience working with young people
- Experience delivering both structured and informal youth group sessions and activities

- Experience keeping accurate records and completing administrative or monitoring tasks as part of service delivery

Desirable:

- Substantial experience working with vulnerable and/or chaotic young people
- Experience supporting individuals dealing with mental health challenges, drug and alcohol dependencies
- Experience developing and facilitating youth work programmes
- Experience contributing to community or youth-voice initiatives (e.g. engagement with local Parish and Town Councils)
- Experience supervising or supporting volunteers

4. KNOWLEDGE AND SKILLS

Essential:

- Strong understanding of the challenges young people face, especially related to alcohol and drug misuse, sexual health, and mental health
- Understanding of, and commitment to, safeguarding good practice when working with young people
- Demonstrates excellent interpersonal skills, facilitating effective communication and building trusting relationships
- Innovative and creative thinker, capable of contributing to the development of youth work programmes that engage disadvantaged young people
- Excellent record-keeping skills
- Good IT skills, including confidence using Microsoft Office (Word, Outlook, Excel)
- Good organisational skills

Desirable:

- Confidence using digital systems and databases for record-keeping and monitoring

5. VALUES AND OTHER REQUIREMENTS

Essential:

- Personal commitment to the Christian faith, and to expressing it practically in a professional context, including during face-to-face work with young people.
- Able to support and promote the Christian ethos of YMCA Exeter as described in the Ethos Statement.
- Ability to demonstrate compassion and respect in all interactions

- Willingness to participate in prayer and team worship
- Commitment to maintaining professional boundaries and high professional standards
- The job necessitates the ability to access multiple floors of multiple building, which have no lifts
- Willing and able to undertake appropriate training to strengthen the skills and knowledge necessary for the effective carrying out of duties

Desirable:

- Car driver
- Car available to use