

# LYNC

Linking Youth to New Careers Programme

Applicant  
Information  
Pack





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**Education Authority Youth Service**



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The Education Authority (EA) is a statutory body of the Department of Education in Northern Ireland with responsibility for Youth Services. EA has a budget of approximately £1.5 billion and over 37,000 staff (the majority of which are school-based). Its remit encompasses statutory nursery, primary, post primary and special education, and youth services.

### Structure of the Youth Service in Northern Ireland

The Department of Education (DE) has overall responsibility for Youth Service Policy and through EA invests in excess of £30m annually in regional and local youth services.

The Youth Service in Northern Ireland comprises a statutory sector and a significantly larger voluntary sector. There are over 1,800 locally registered youth service providers, supported by a workforce of 23,000 of whom more than 90% are volunteers. Uniformed groups (e.g. Scouts, Girls Brigade, etc.) make up half of the total number of local youth groups.

The Youth Service also offers a range of services and activities in addition to local groups, for example outdoor education, award schemes, detached youth work, school-based work, youth intervention, community relations projects, summer camps and Irish medium youth work.

### Department of Education (DE) Youth Service Policy

In 2013, DE introduced a new policy for the Youth Service entitled 'Priorities for Youth (PfY) - Improving the Lives of Young People through Youth Work', which aligns youth work with education priorities. The policy sets youth work in the context of the DE overarching goals, which reflect the importance of raising standards for all and closing the performance gap, increasing access and equality.

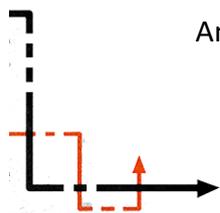
It also considers three enabling goals of developing the education workforce, improving the learning environment and transforming the governance and management of education. The policy specifies a number of actions to be taken forward at local, sub-regional and regional level.

In terms of youth work, Priorities for Youth places greater emphasis on the targeting of services for young people in need of additional support and identifies the priority age range of 11-18 (although the wider age range of 4-25 remains).

The policy directs that the two strategic aims of youth work within education are:

- To contribute to raising standards for all and closing the performance gap between the highest and lowest achieving young people by providing access to enjoyable, non-formal learning opportunities that help them to develop enhanced social and cognitive skills and overcome barriers to learning;

And



- To continue to improve the non-formal learning environment by creating inclusive, participative settings in which the voice and influence of young people are championed, supported and evident in the design, delivery and evaluation of programmes.

One of the key actions within PfY is the production of a Regional Youth Development Plan (RYPD) - a 3 year strategic regional plan responding to the assessed need of children and young people and focused to address the priorities and actions identified in PfY. A key output within the RYDP is a workforce development strategy for volunteers, part-time staff and full-time staff. These documents are available on the Youth Section of the EA Website.

## Youth Work Curriculum and Expected Outcomes

‘Youth work: a model for effective practice’ identifies personal and social development as the central objective of youth work in Northern Ireland, along with the following core principles and values:

### A Model for Effective Practice

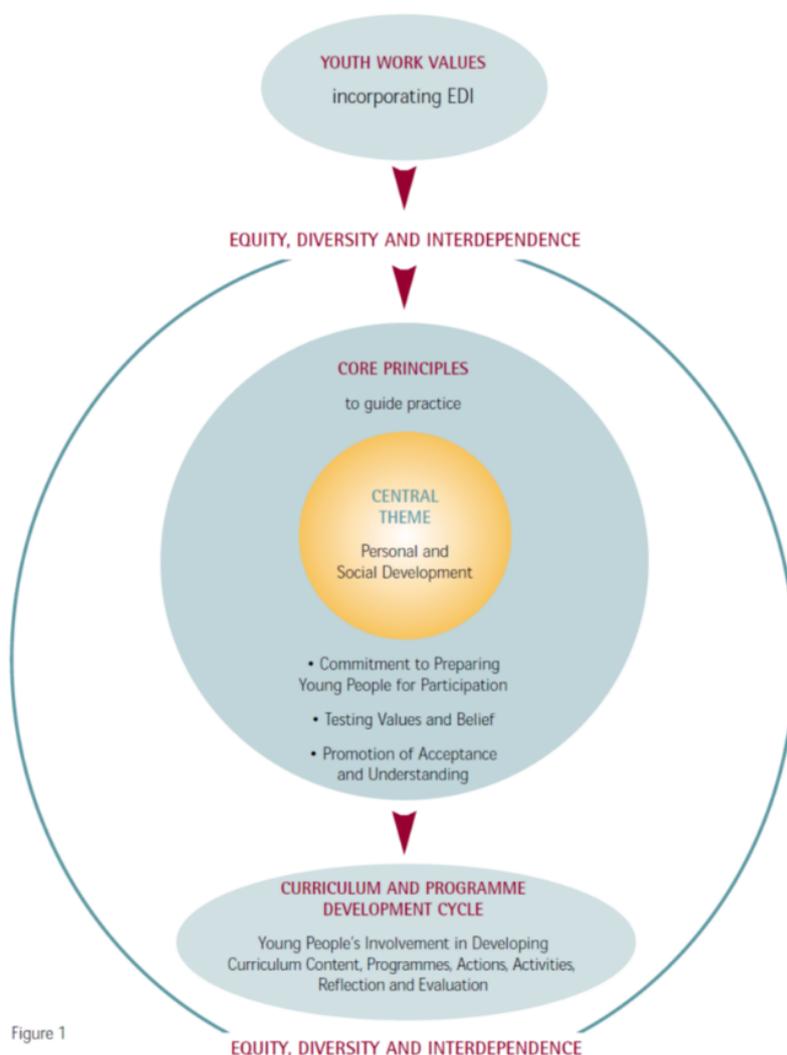
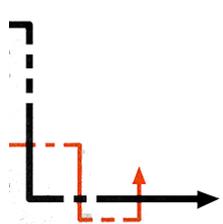
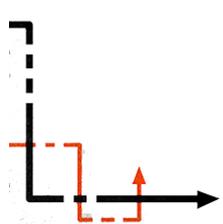


Figure 1



While youth work presents a very wide variety of benefits and impacts for young people, **six key outcomes** have been identified as characteristic of all youth work. These are:

- **Enhanced personal capabilities**
- **Improved health and well-being**
- **Development of thinking skills**
- **Life and work skills**
- **Development of positive relationships with others**
- **Increased participation and active citizenship.**



Youth work is a rewarding, challenging, varied and flexible career through which you can positively impact upon the lives of young people.

Our aim, in line with the NI Youth Work Curriculum, is to provide innovative, informal learning opportunities whilst developing nurturing relationships, inspired through the dialogue between the youth worker and young people. This in turn supports young people to make positive decisions and life choices towards being the best that they can be.

The LYNC programme provides opportunities for individuals from a range of backgrounds to develop the skills to be a Youth Worker. Outlined below are the benefits of this programme

### Personal Development

You will gain various developmental opportunities including:

- Training on strength-based approaches to education, embedded within the Circle of Courage;
- Training to develop leadership skills, to include the EA Youth Support Worker Qualification;
- Accredited training, provided by Augustina University, on Positive Peer Culture;
- The completion of educational setting placements to support children and young people, including pupil support services, early years and youth services;
- The development of a value base, to support your practice, based on Community Relations, Equality and Diversity (CRED) Principles;
- Attendance at workshops to develop critical self-reflective practice in preparation for undergraduate study, further education or employment, and
- Engagement with a personal mentor to provide ongoing supervision and support for your learning and work placements.

### Improve Service for Children and Young People

Completion of the work placements will ensure that you gain the necessary Youth Work skills to positively impact youth people in a range of settings, including youth centres, youth clubs, community centres, outreach and detached projects, area projects and schools.

### Career Development

Within the UK and Ireland this will offer new career pathways in Education. Participants will have greater flexibility to access youth work jobs and gain experience in the Education sector. The Local Youth Service team aim to develop a Pathways Undergraduate Programme, with a provisional launch date of June 2021. Those who successfully complete the LYNC Programme, and who meet the University entry requirements needed for the Pathways Programme, may be eligible to apply for this as a progression route.

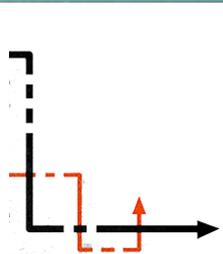


## Programme aim

The LYNC GAP and CONNECT programmes will be implemented across the statutory EA Youth Service. The purpose of these programmes is to develop the knowledge, attitudes and skills of young people aged 18-25 years old, through training and paid work experience, whilst they are supported by professionally qualified youth workers.

Participants will attain EA recognition at the Youth Support Worker level qualification, relevant personal and youth work skills training and accreditation over an eight month period from November 2020 – June 2021.

Please note however, there is **no guarantee** of a paid post on completion of this programme.



The GAP Programme is aimed at engaging 46 young people, across Northern Ireland aged 18-25 who are at University entry standard and have secured a place at University or Further Education and intend to pursue a career in the field of youth work or education.

Applicants can be from within the youth service membership, however this is not a necessity. You will have to demonstrate you have a commitment to working with children and with young people in an education or youth work setting and have a commitment to volunteering.

You will be paid for 30 hours per week and the 6 remaining hours will be a commitment from you to volunteer, by giving your time as positive role models and peer mentors for the young people in the EA Youth Service Community scheme. You will provide one to one support as a peer mentor using the Circle of Courage framework as well as small reflective group work using the reflection framework model.

Successful candidates will be given the opportunity where possible to choose and complete two work placements, working directly with children and young people in youth service teams or with pupil support services/early years or in a school.

Placement opportunities will include:

- Autism Support Services
- Early Years
- Literacy Support
- Psychology
- Centre Based Youth Work (This placement will involve regular weekend work)
- Area Based Youth Work (This placement will involve regular weekend work)
- Detached Youth Work (This placement will involve regular weekend work)
- Outdoor Learning Service
- Youth Work supporting positive Mental Health
- Creative and Digital Arts Youth Work
- Participative Youth Work
- Inclusive Youth Work

All participants of the programme will be provided with a link youth worker providing support and supervision. There will be regular opportunities for participants to meet together and to share practice and personal learning. Each participant will have an individual plan with their own personal goals detailed and reviewed, ensuring that outcomes are recorded as well as satisfaction rates.



The CONNECT programme is aimed at engaging 54 young people across Northern Ireland aged 18-25 years old who have a minimum of 4 GCSE's (grades A\* - C) or equivalent or higher, one of which should be English (essential skills level 2 is accepted as an equivalent to GCSE English) and want to receive work experience, either to increase a personal statement to apply to further education, or to gain employment.

Applicants must be a registered youth service member, volunteer or part-time youth leader (attend, volunteer or work in any form of youth provision, for example a youth club/centre, area based youth provision, a Girls Brigade group, a Boys Brigade group, a Scout group, a Guide group or a church based or community youth group).

Applicants will have to demonstrate they have evidence of a commitment to working with children and young people and have a commitment to volunteering.

You will be paid for 30 hours per week and the 6 remaining hours will be a commitment to volunteer by giving your time as positive role models and peer mentors for the young people in the EA Youth Service Community scheme. You will provide one to one support as a peer mentor using the Circle of Courage framework as well as small reflective group work using the reflection framework model.

Successful candidates will be given the opportunity where possible to choose and complete two work placements, working directly with children and young people in youth service teams which may include working in schools

Placement opportunities will include:

- Centre Based Youth Work (This placement will involve regular weekend work)
- Area Based Youth Work (This placement will involve regular weekend work)
- Detached Youth Work (This placement will involve regular weekend work)
- Outdoor Learning Service
- Youth Work supporting positive Mental Health
- Creative and Digital Arts Youth Work
- Participative Youth Work
- Inclusive Youth Work

All participants of the programme will be provided with a link youth worker providing support and supervision. There will be regular opportunities for participants to meet together and to share practice and personal learning. Each participant will have an individual plan with their own personal goals detailed and reviewed, ensuring that outcomes are recorded as well as satisfaction rates.



## REQUIRED PROGRAMME PARTICIPATION

The programme detailed below depicts the essential training and learning time.

Programme	Minimum Duration
Induction Sessions	12 hrs
Youth Support Worker Qualification Course (taught course requires one residential of 15hrs plus 3 x 3hour evening sessions)	24 hrs
Positive Peer Culture Training	18 hrs
Child Protection Awareness Training Course	3 hrs
Moving Ahead with CRED Training Course	3 hrs
Emergency First Aid Basic Training Course	6 hrs
Skills courses (e.g. Art & Craft, Games, etc.)	12 hrs
Placement (e.g. based on six sessions per week including 3 evenings x 24 weeks)	432 hrs
Personal Mentor meetings	30 hrs
Peer Mentoring sessions	24 hrs
Personal Reflection sessions	100 hrs
Admin/Preparation time	100 hrs
Study Visit Residential	25 hrs
Youth Work inputs/visits	15 hrs

Participants will be paid 30 hours per week from their start date in November 2020 – 30<sup>th</sup> June 2021 (this may be subject to extension or reduced for any valid reason)

Additional training and development will be identified and delivered as part of the programme.



### Gap Participant Example Week

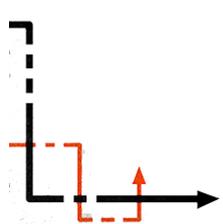
(36 hours schedule – 30 hours per week paid & 6 hours per week voluntary)

	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Personal Learning & Development	Placement			
Afternoon	Personal Learning & Development	Placement	Personal Reflection Time	Mentoring Programme (Voluntary)	Specialism Work
Evening			Youth Work	Youth Work	Youth Work

### Connect Participant Example Week

(36 hours schedule – 30 hours per week paid & 6 hours per week voluntary)

	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Personal Learning & Development			Youth Work Placement	
Afternoon	Personal Learning & Development	Mentoring Programme (Voluntary)	Personal Reflection Time	Youth Work Placement	Specialism Work
Evening		Youth Work	Youth Work		Youth Work



<b>Role:</b>	Assistant Youth Support Worker
<b>Hours per week:</b>	30 hours (+6 additional hours of voluntary work)
<b>Rate of Pay:</b>	JNC Youth Support Worker Range - Points 3-4 (£18,117 - £18,431) per annum pro rata.
<b>Responsible to:</b>	Nominated Officer
<b>Responsible for:</b>	Assisting with the unit programme and the implementation of Education Authority organisational policies.

### Job purpose:

To work directly with young people to develop their social education by providing programmes of activities. This post is for staff appointed to undertake duties under the direction of a Worker in Charge or nominated Youth Support Worker.

### Main duties and responsibilities

1. Assist with the planning and implementation of programmes, related to the 'Model for Effective Practice'.
2. Ensure that young people play an active role in the youth group and work towards a model of youth participation.
3. Communicate effectively and develop a rapport with young people.
4. Assist in the development of relationships with the wider community and external agencies.
5. Assist young people to express and realise their goals.
6. Challenge oppressive behaviour in young people.
7. Provide information and support to young people.
8. Support young people in evaluating youth work activities and the impact of youth work on their development.
9. Implement the unit's Child Protection Policy and work with young people to safeguard their welfare and the welfare of others.
10. Assist with administrative duties within the unit.

### Other duties

1. To carry out such duties, as may be assigned by the Line Manager, within the level of the post.

This role description will be subject to review in light of changing circumstances and is not intended to be rigid and inflexible but should be regarded as providing guidelines within which the individual works. Other duties of a similar nature and appropriate to the grade may be assigned from time to time.

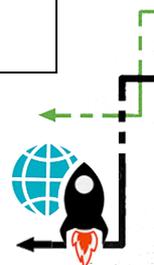
In accordance with Section 75 of the Northern Ireland Act (1998), the post-holder is expected to promote good relations, equality of opportunity and pay due regard for equality legislation at all times.



The GAP Programme is aimed at engaging 46 young people, across Northern Ireland aged 18-25 who are at University entry standard and have secured a place at University or Further Education and who intend to pursue a career in the field of youth work or education. To avail of the programme you will need to be able to/have decided to take a gap year from your studies and be able to commence the Programme in November 2020. The GAP Programme will in return, provide you with the opportunity for further training and paid work experience in a youth work or education setting.

If applying for the GAP Programme, the following are **essential** criteria which will initially be measured at the shortlisting stage and which **may also be further explored during the interview stage**. You should therefore make it clear on your application form how, and to what extent you meet these criteria. Failure to do so may result in you not being shortlisted.

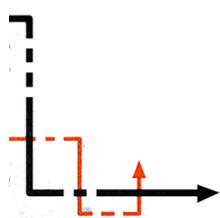
Factor	Essential Criteria	Method of Assessment
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>By the closing date for receipt of applications, have a confirmed further or higher education place at QCF level 4 or above (e.g. degree, foundation degree, HNC or above).</li> </ul>	Sifting by Application Form
<b>Other</b>	<ul style="list-style-type: none"> <li>Applicants must by the closing date for receipt of completed applications be:                             <ul style="list-style-type: none"> <li>at least 18 years of age and less than 26 years of age;</li> <li>willing to work unsociable hours including evenings, weekends and holidays and</li> <li>able to commence the role in November 2020.</li> </ul> </li> </ul>	Sifting by Application Form
<b>Experience</b>	<ul style="list-style-type: none"> <li>Demonstrable evidence of a commitment to working with children and young people in an educational or youth work setting.</li> <li>Demonstrable evidence of a commitment to volunteering.</li> </ul>	Shortlisting by Application Form and Interview



<b>Skills</b>	<p>In line with EA's <b>Game Changing People Model</b> (<a href="#">see Appendix 1</a>) we will look for evidence of interest and potential in:</p> <ul style="list-style-type: none"> <li>• Committing to and delivering a task through to completion.</li> <li>• Self-development and learning from previous experiences.</li> <li>• Communicating and building relationships with other people.</li> </ul>	Shortlisting by Application Form and Interview
<b>Values Orientation</b>	<ul style="list-style-type: none"> <li>• Demonstrable evidence of how your approach to work reflects EA's values. You will find information about our values here: <a href="https://www.eani.org.uk/about-us/how-we-do-it">https://www.eani.org.uk/about-us/how-we-do-it</a></li> </ul>	Shortlisting by Application Form and Interview

Should we receive a high volume of applications it may be necessary to apply the following desirable criteria in order to determine a manageable pool of candidates.

<b>Factor</b>	<b>Desirable Criteria</b>	<b>Method of Assessment</b>
<b>Employment Status</b>	<p>Preference will be given to young people not currently in stable full-time employment at the closing date for applications:</p> <ul style="list-style-type: none"> <li>• Those who are unemployed, employed part-time, on a low income and in receipt of Benefits e.g. Universal Credit, Income Support or Jobseekers Allowance; and/or</li> <li>• Applicants who do not hold a permanent contract of employment i.e. on a zero-hours or fixed term contract.</li> </ul>	Sifting by Application Form

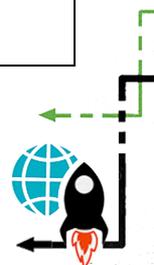


## APPLICANT CRITERIA – CONNECT Programme

The CONNECT Programme will create opportunities for further training and work experience in a youth work setting. The Programme has been developed to create opportunities for young people who are already a member of a statutory or voluntary youth group e.g. a member of a youth group, a volunteer or a part-time youth leader. Applicants will also need to be a recent school leaver who hold a minimum of 4 GCSE's (grades A\* - C) or equivalent or higher, one of which should be English (essential skills level 2 is accepted as an equivalent to GCSE English).

If applying for the CONNECT Programme, the following are **essential** criteria which will initially be measured at the shortlisting stage and which **may also be further explored during the interview stage**. You should therefore make it clear on your application form how, and to what extent you meet these criteria. Failure to do so may result in you not being shortlisted.

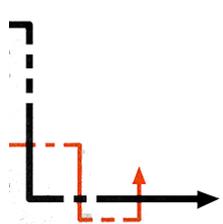
Factor	Essential Criteria	Method of Assessment
Qualifications	<ul style="list-style-type: none"> <li>By the closing date for receipt of applications, Have a minimum of 4 GCSE's (grades A* - C) or equivalent or higher, one of which should be English (essential skills level 2 is accepted as an equivalent to GCSE English)</li> </ul>	Sifting by Application Form
Other	<ul style="list-style-type: none"> <li>Applicants must by the closing date for receipt of completed applications be:                             <ul style="list-style-type: none"> <li>a member/attendee, volunteer or leader in any form of statutory or voluntary youth provision for example a youth club, an area project, a Girls Brigade group, a Boys Brigade Group, Scouts, Guides group or church based or community youth group;</li> <li>at least 18 years of age and less than 26 years of age;</li> <li>willing to work unsociable hours including evenings, weekends and holidays; and</li> <li>able to commence the role in November 2020.</li> </ul> </li> </ul>	Sifting by Application Form
Experience	<ul style="list-style-type: none"> <li>Demonstrable evidence of a commitment to working with children and young people.</li> <li>Demonstrable evidence of a commitment to volunteering.</li> </ul>	Shortlisting by Application Form and Interview



<b>Skills</b>	<p>In line with EA's Game Changing People Model (<a href="#">See Appendix 1</a>) we will look for evidence of interest and potential in:</p> <ul style="list-style-type: none"> <li>• Committing to and delivering a task through to completion.</li> <li>• Self-development and learning from previous experiences.</li> <li>• Communicating and building relationships with other people.</li> </ul>	Shortlisting by Application Form and Interview
<b>Values Orientation</b>	<ul style="list-style-type: none"> <li>• Evidence of how your approach to work reflects EA's values. You will find information about our values here: <a href="https://www.eani.org.uk/about-us/how-we-do-it">https://www.eani.org.uk/about-us/how-we-do-it</a></li> </ul>	Shortlisting by Application Form and Interview

Should we receive a high volume of applications it may be necessary to apply the following desirable criteria in order to determine a manageable pool of candidates to proceed to interview.

<b>Factor</b>	<b>Desirable Criteria</b>	<b>Method of Assessment</b>
<b>Employment Status</b>	<p>Preference will be given to young people not currently in stable full-time employment at the closing date for applications:</p> <ul style="list-style-type: none"> <li>• Those who are unemployed, employed part-time, on a low income and in receipt of Benefits e.g. Universal Credit, Income Support or Jobseekers Allowance; and/or</li> <li>• Applicants who do not hold a permanent contract of employment i.e. on a zero-hours or fixed-term contract.</li> </ul>	Sifting by Application Form



## Stage One – Online Application Sift

An online sift of applications will be completed against the ‘qualification’ and ‘other’ criteria for the role as follows:

### GAP Programme:

- Confirmed FE/HE place
- Age
- Willingness to work unsociable hours
- Ability to commence in November 2020

### CONNECT Programme:

- Qualifications
- Membership of Youth Group
- Age
- Willingness to work unsociable hours
- Ability to commence in November 2020

## Stage Two – Shortlisting

A scored assessment will be made of the quality of information provided to demonstrate:

- commitment to working with children and young people in an educational or youth work setting; and
- commitment to volunteering.

Applicants will also be asked to provide a personal statement and a scored assessment will also be made of the quality of the statement in terms of demonstrating your motivation, interest, potential and values and how well they fit with the role, the EA and the objectives of the Programme.

## Stage Three – Application of Desirable Criteria

Only if necessary to reduce the size of the applicant pool to a manageable number for interview, remaining applications will be sifted against the desirable criteria i.e. current employment status.

## Stage Four – Interview

Each shortlisted applicant will be asked to complete a strengths-based interview which will explore what you are good at and enjoy, how you have developed yourself in the past, your values and how well this fits with the role, the EA and the objectives of the Programme.

It is anticipated that interviews will be completed remotely using Zoom.

## Pre-Placement Checks

The placements will involve undertaking ‘regulated’ activity and regular contact with children and young people. The pre-placement checks will therefore include:

- Right to Work in the UK
- Identification check
- Proof of age
- Enhanced Access NI check
- A reference to confirm your suitability to work with children and young people i.e. school, college, youth group or employer reference
- Written evidence of qualifications or confirmed FE/HE place (as required for the role)
- Evidence of receipt of Benefits or employment status (should desirable criteria be applied)
- Health screening



## Anticipated Dates

Anticipated dates for the selection process are as follows:

- Closing date: Monday 5 October 2020
- Shortlisting: Week commencing 5 October 2020
- Interview: Week commencing 19 October 2020

These timings are indicative; however, you will be given as much advance notice as possible.

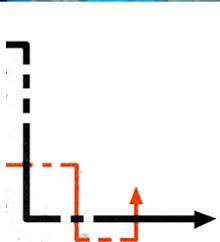
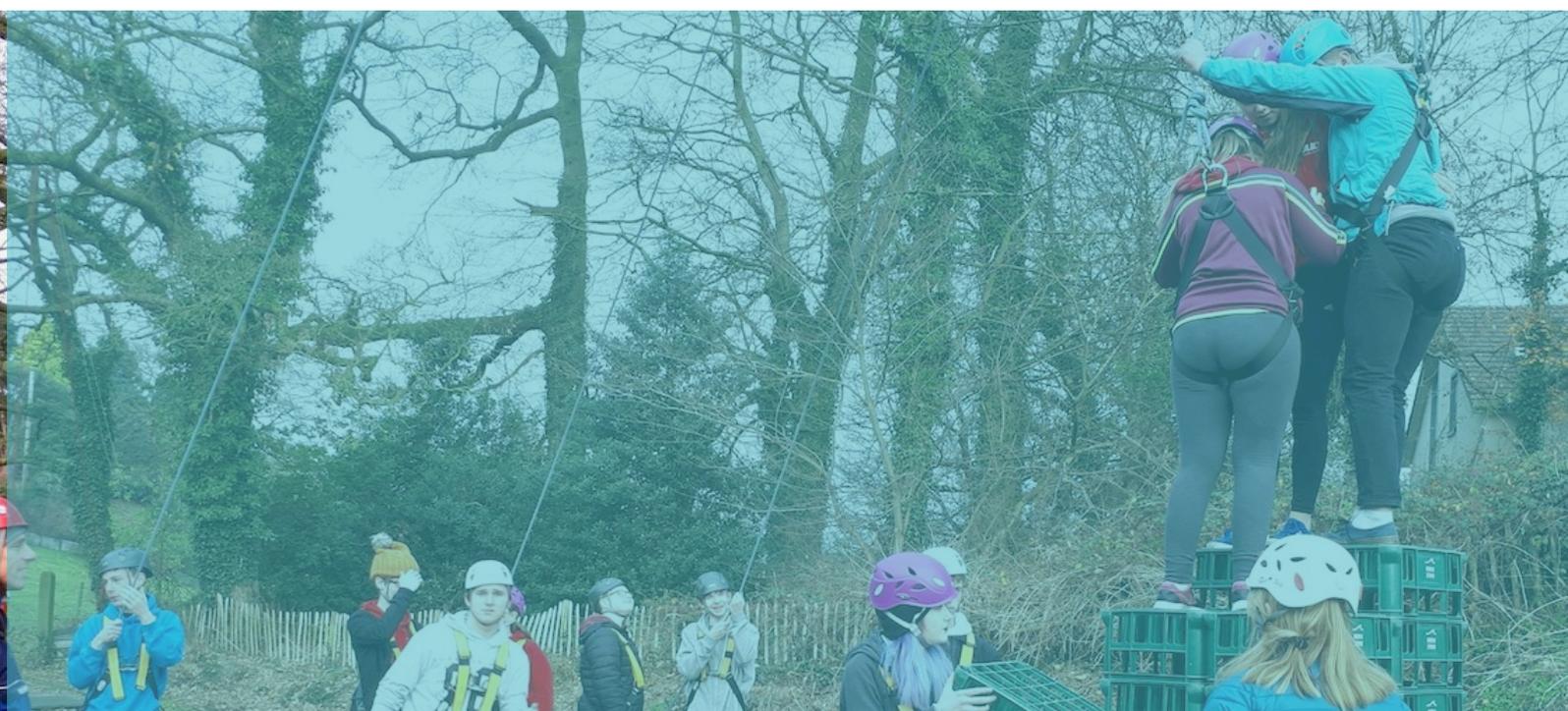
Please note that it may not be possible to reorganise any stage of the selection process because of unavailability of applicants.

## Issuing of Correspondence

All correspondence regarding the selection process will be forwarded to you via e-mail where an e-mail address is provided on your application form. It is important that the e-mail address you supply on your application form is your preferred e-mail address for receipt of correspondence.

## Equal Opportunities

The Education Authority as an employer is fully committed to the promotion of equality of opportunity in employment to all, irrespective of sex, marital status, pregnancy or maternity leave, civil partnership status, sexual orientation, gender reassignment, religious belief, political opinion, race, disability, age and trade union membership or non-membership.



## AVAILABLE ROLES - GAP PROGRAME (46 POSTS AVAILABLE)

The location of roles available are outlined below. You will be able to rank your preference in the application form:

### Sub Regional Area – South West Locality

Council Area	Role Location	Location Address
Armagh, Banbridge and Craigavon	Brownlow Youth Resource Centre x 2	Brownlow Youth Resource Centre, Brownlow Road, Craigavon. BT65 5DL
Armagh, Banbridge and Craigavon	Epi Centre Armagh x 2	Epi centre, Armagh, 59 Lisanally Lane, Armagh. BT61 7HF
Mid Ulster	Cookstown Youth Resource Centre x 1	Cookstown Youth Resource Centre, 74 Fountain Road, Cookstown. BT80 8QF
Fermanagh and Omagh	Lakeland Youth Centre x 1	Lakeland Youth Centre, Wellington Road, Enniskillen. BT74 7HL
Fermanagh and Omagh	Omagh Youth Centre x 2	Omagh Youth Centre, Old Mountfield Road, Omagh. BT79 7EG

### Sub Regional Area - North Locality

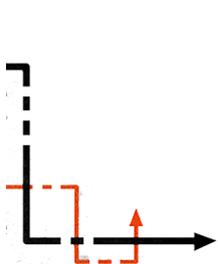
Council Area	Role Location	Location Address
Antrim and Newtownabbey	Rathcoole Youth Centre x 2	Rathcoole Youth Centre, The Diamond, Rathcoole, Newtownabbey. BT37 9BJ
Mid and East Antrim	Ballykeel Youth Centre x 2	Ballykeel Youth Centre 20 Crebilly Road, Ballymena. BT42 4DN
Causeway Coast and Glens	Sunlea Youth Centre x 2	Sunlea Youth Centre, 180 Ballycastle Road, Coleraine. BT52 2EH
Causeway Coast and Glens	Limavady Youth Resource Centre x 2	Limavady Youth Resource Centre, 3 Greystone Road, Limavady. BT49 0ND
Derry and Strabane	Shantallow Youth Centre x 2	Shantallow Youth Centre, Racecourse Road, Derry. BT48 8DA
Derry and Strabane	Derry/Londonderry Area Youth Office x 2	Derry/Londonerry Area Youth Office, 40 Dungiven Road, Derry. BT47 6BW
Derry and Strabane	Strabane Youth Resource Centre x 2	Strabane Youth Resource Centre, Khiva House, Urney Road, Strabane. BT82 9DB



## Sub Regional Area – East Locality

Council Area	Post title – Location	Base Location
Newry, Mourne and Down	Newry Youth Resource Centre x 4	Newry Youth Resource Centre, 6 Carnbane Road, Newry. BT35 6QA
Ards and North Down	Ards Arena Youth Centre x 2	Ards Arena Youth Resource Centre, 62 South Street, Newtownards. BT23 4JU
Lisburn and Castlereagh	Laurelhill Youth Centre x 2	Laurelhill Youth Centre, 22 Laurelhill Road, Lisburn. BT28 3LL
Belfast	Mountcollyer Youth Club x 4	Mountcollyer Youth Club, Limestone Road, Belfast. BT15 3AB
Belfast	Doyle Youth Club x 4	Doyle Youth Club, 29 Mountpottinger Road, Belfast. BT5 4LA
Belfast	Finaghy Youth Resource Centre x 4	Finaghy Youth Resource Centre, 59 – 73 Finaghy Road South, Belfast. BT10 0BY
Belfast	Colin Youth Development Centre x 4	Colin Youth Development Centre, 11 Good Shepard Road, Dunmurray. BT17 0PL

Additional roles may become available.



**Sub Regional Area – South West Locality**

Council Area	Role Location	Location Address
<b>Armagh, Banbridge and Craigavon</b>	Brownlow Youth Resource Centre x 3	Brownlow Youth Resource Centre, Brownlow Road, Craigavon. BT65 5DL
<b>Armagh, Banbridge and Craigavon</b>	Epi Centre Armagh x 2	Epi centre, Armagh, 59 Lisanally Lane, Armagh. BT61 7HF
<b>Mid Ulster</b>	Cookstown Youth Resource Centre x 2	Cookstown Youth Resource Centre, 74 Fountain Road, Cookstown. BT80 8QF
<b>Fermanagh and Omagh</b>	Lakeland Youth Centre x 1	Lakeland Youth Centre, Wellington Road, Enniskillen. BT74 7HL
<b>Fermanagh and Omagh</b>	Omagh Youth Centre x 1	Omagh Youth Centre, Old Mountfield Road, Omagh. BT79 7EG

**Sub Regional Area - North Locality**

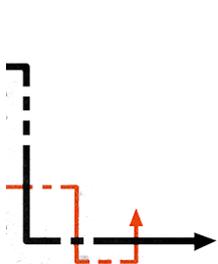
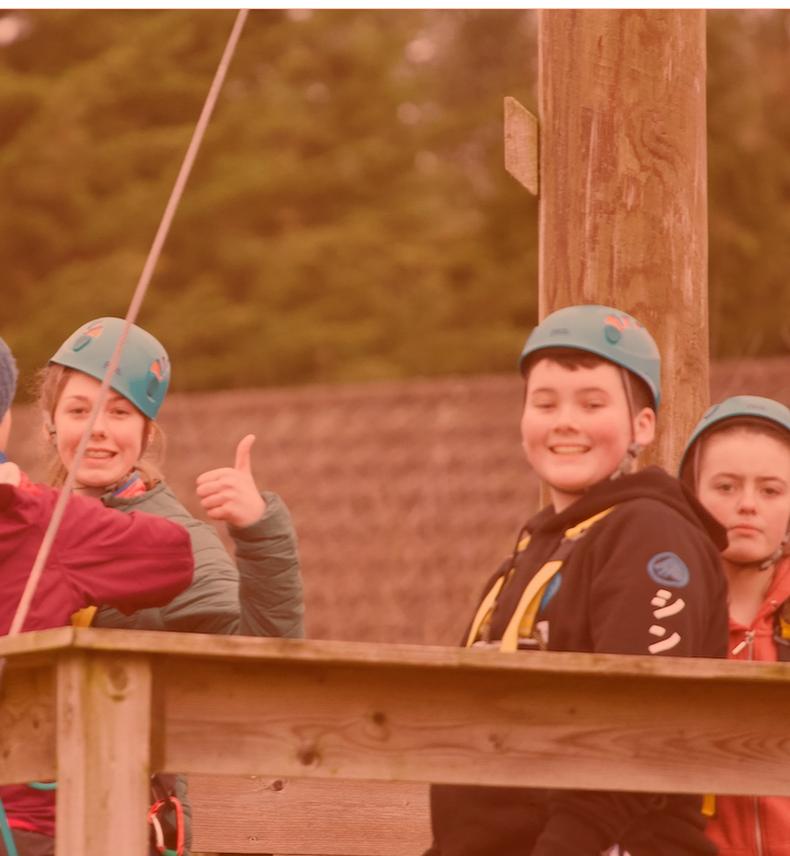
Council Area	Role Location	Location Address
<b>Antrim and Newtownabbey</b>	Rathcoole Youth Centre x 3	Rathcoole Youth Centre, The Diamond, Rathcoole, Newtownabbey. BT37 9BJ
<b>Mid and East Antrim</b>	Ballykeel Youth Centre x 2	Ballykeel Youth Centre 20 Crebilly Road, Ballymena. BT42 4DN
<b>Causeway Coast and Glens</b>	Sunlea Youth Centre x 2	Sunlea Youth Centre, 180 Ballycastle Road, Coleraine. BT52 2EH
<b>Causeway Coast and Glens</b>	Limavady Youth Resource Centre x 2	Limavady Youth Resource Centre, 3 Greystone Road, Limavady. BT49 0ND
<b>Derry and Strabane</b>	Shantallow Youth Centre x 3	Shantallow Youth Centre, Racecourse Road, Derry. BT48 8DA
<b>Derry and Strabane</b>	Derry/Londonderry Area Youth Office x 3	Derry/Londonderry Area Youth Office, 40 Dungiven Road, Derry. BT47 6BW
<b>Derry and Strabane</b>	Strabane Youth Resource Centre x 2	Strabane Youth Resource Centre, Khiva House, Urney Road, Strabane. BT82 9DB



## Sub Regional Area – East Locality

Council Area	Post title – Location	Base Location
Newry, Mourne and Down	Newry Youth Resource Centre x 4	Newry Youth Resource Centre, 6 Carnbane Road, Newry. BT35 6QA
Ards and North Down	Ards Arena Youth Centre x 2	Ards Arena Youth Resource Centre, 62 South Street, Newtownards. BT23 4JU
Lisburn and Castlereagh	Laurelhill Youth Centre x 2	Laurelhill Youth Centre, 22 Laurelhill Road, Lisburn. BT28 3LL
Belfast	Mountcollyer Youth Club x 5	Mountcollyer Youth Club, Limestown Road, Belfast. BT15 3AB
Belfast	Doyle Youth Club x 5	Doyle Youth Club, 29 Mountpottinger Road, Belfast. BT5 4LA
Belfast	Finaghy Youth Resource Centre x 5	Finaghy Youth Resource Centre, 59 – 73 Finaghy Road South, Belfast. BT10 0BY
Belfast	Colin Youth Development Centre x 5	Colin Youth Development Centre, 11 Good Shepard Road, Dunmurray. BT17 0PL

Additional roles may become available.



### **Length of Contract and Salary Scale:**

Appointment to the Lync Programme (Gap or Connect) will be on a fixed-term basis for a period of 8 months as an Assistant Youth Support Worker in Charge (JNC points 3-4 - £18,117 - £18,431 per annum). New appointees will be placed at the entry point of the above scale. If successful, applicants currently employed at Assistant Youth Support Worker will be placed on their current point.

### **Probationary Period:**

The first 26 weeks of appointment are probationary, at the end of which, subject to a satisfactory performance report, the appointment will be confirmed. Where the successful candidate is a serving EA employee, a 26 week probationary period will also apply, following which EA will confirm the appointment where performance has been satisfactory, or consider alternative options with the employee as appropriate.

### **Annual Leave:**

The full time equivalent annual leave entitlement for the post of Assistant Youth Support worker is 30 days per annum. Annual leave will be calculated on a pro rata basis.

In addition, there are normally 12 public and statutory holidays in any leave year. These will be included where a public holiday falls during the period of employment.

Officers whose working year is fewer than 52 weeks and whose working week is less than 5 days have a pro rata leave entitlement which will be paid in accordance with existing EA Office's paying arrangements. For further information on the timing of this payment, contact a member of the HR People Services Team.

There is no entitlement to holidays during scheduled working periods. However, consideration will be given to requests for unpaid leave during periods of opening only in exceptional circumstances.

In addition, there are normally 12 public and extra-statutory holidays in any leave year. If you work less than a 5 day/36 hour week, and/or fewer than 52 weeks per annum, you will have an entitlement to leave that is pro rata to the hours, days and weeks that you work. Where more public and extra-statutory holidays occur on your working days than can be covered by your pro rata entitlement, the remaining days will need to be covered by annual leave or unpaid leave.

In the event that you leave employment, your annual leave entitlement will be calculated on the basis of completed months served in the current leave year and the Education Authority will adjust your final salary/wage payment to take account of annual leave entitlement over or under taken. In cases where the final salary payment is insufficient to meet this cost, you will be required to reimburse the Education Authority accordingly.

For EA employees who apply for the scheme, current holiday entitlement will be applied.

Candidates will be expected to use their annual leave during holiday closure periods.



### Conditions of Lync Programme:

- Participants must complete all the modules for the accredited training.
- Participants must complete 2 x 12 week placements.
- Successful candidates must be willing to undertake 6 hours voluntary work (unpaid).
- Successful applicants must be willing to take up duty in November 2020. A reserve list will be held until the end of December 2020.
- All placements will be supervised by a professional youth work line manager.
- Please note however, there is **no guarantee** of a paid post on completion of this programme.

### Pension Scheme:

Membership of the Local Government Pension Scheme for Northern Ireland is available. The EA will enrol you in the Scheme on a contractual basis and contributions to the Scheme will be deducted from your pay. You can choose to opt out of this. Further information is available on the NILGOSC website at [www.nilgosc.org.uk](http://www.nilgosc.org.uk)

### Location:

Assistant Youth Support Worker posts are available at a range of locations across Northern Ireland. These locations will be an initial work location only, as locations will change through the programme based on the chosen placements. EA will take work location preferences of successful candidates into consideration, however, there is no guarantee in this regard as job locations are driven by organisational need.

### Hours:

30 hours per week. The successful candidate will be expected to work three evenings per week and weekends, as and when required. Travel time will not be included as part of the working hours as travel to and from your work base is in employee's time.

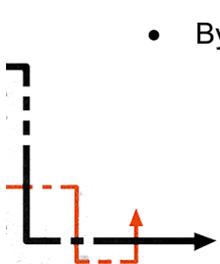
### Disclosure of Criminal Background

If you have been appointed for a post that involves 'regulated activity' under the Safeguarding Vulnerable Groups (NI) Order 2007, the Education Authority will be required to undertake an Enhanced Disclosure of Criminal Background. The Youth Service will meet the cost of an Enhanced Disclosure Certificate, which is currently £33.

### Contact Information

Candidates wishing to obtain further information may contact the Corporate Resourcing Team:

- By email: [corporaterecruitment@eani.org.uk](mailto:corporaterecruitment@eani.org.uk)
- By telephone: 02890 564301 (Option 4)





**EXPECTED OUTPUTS**

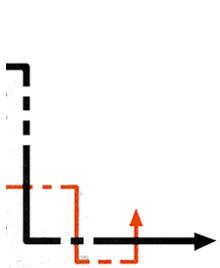
- 3.**

  - Analytical & Creative Thinking
  - Champions change through a design mindset
  - Drives Service Improvement to children & young people
  - Works Collaboratively with internal & external stakeholders
  - Learns through Reflection & Learning
  
- 2.**

  - Delivers performance
  - Promotes Employee Participation & Engagement
  - Works collaboratively
  - Promotes Knowledge Sharing and Learning Culture
  - Coaches for Succession Planning
  - Customer focussed Service improvement
  - Builds High Performance Teams
  - Improves Governance across EA Activities
  - Advocates for Children, Young People & Citizens
  - Actively challenges Silo working
  
- 1.**

  - Children and young people focussed
  - Displays the EA Values in the workplace
  - Improves own Capacity Development
  - Achieves agreed results
  - Builds Trust & Effective Relationships
  - Solves Problems through informed decision-making

Reflection • Respect • Excellence • Equality • Openness • Responsibility







Youth Service Programme