



**articulate**

Youth Worker application pack

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Thank you for your interest in working with Articulate Cultural Trust. We are a small but brave arts charity that strives for access to the arts and culture for marginalised young Scots because we believe in its transformational potential.

We deliver high-quality arts programming all over Scotland, with our core activities running from our studio in the heart of Glasgow city centre. We support safe spaces and our practice is trauma-informed. The space and our programme is co-designed with children, young people and young adults. It is reflective of their interests and needs whilst also addressing their challenges.

We are now looking to expand our team to include two part-time and fixed-term Youth Workers who will work side by side with the young people to help them overcome barriers, navigate challenges and get where they need to be in life. The right candidates will align with our values as well as the personal attributes that our young people hold in high regard.

This pilot role is designed to help care experienced young people stay on track, smoothing out bumps in the road and offering positive mentorship to cope with the financial and practical impacts arising from the cost of living crisis which is hitting them hard.

The one-year, fixed-term opportunity is supported by the National Lottery Community Fund's Awards for All scheme to help improve lives at a challenging time for young people.

The information included in this application pack is designed to provide context for the role, detail how to apply as well as information on the interview and selection process. Applications from those with professional or lived experience in the care system are encouraged. If you have any questions please contact Laura Frood using the details below:

**Laura Frood**  
**T. +44 (0)7713 585 584**  
**E. [laurafrood@articulatehub.com](mailto:laurafrood@articulatehub.com)**  
**[www.articulatehub.com](http://www.articulatehub.com)**



# 1.1

## The 5 Pillars of articulate

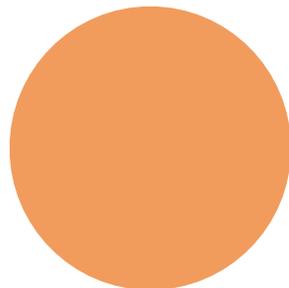
The 5 pillars of articulate form the foundations of all our work and underpin everything that we undertake, building deep and lasting relationships with everyone we work with. The pillars are directly informed by our values and support all of our projects and ethos.

Our values:

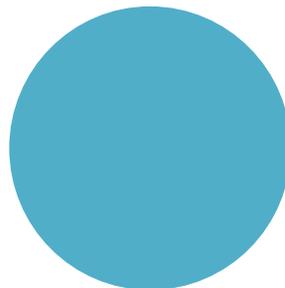
- We stand for dignity and social justice
- Everyone has a place at our table
- We believe in the best
- Our work is serious, but our culture is playful
- We're committed to long-term impact and relationships.

At **articulate** we focus on the following key delivery platforms:

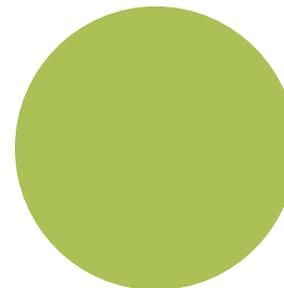
**Health and Wellbeing**  
**Employability and Enterprise**  
**Connectivity and Collaboration**  
**Places and Spaces for Creativity**  
**Communication for Change (or 'Artivism' to us)**



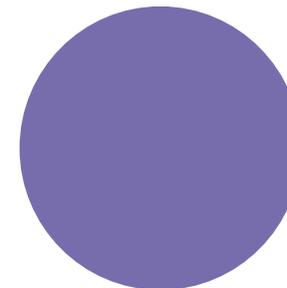
Health and Wellbeing



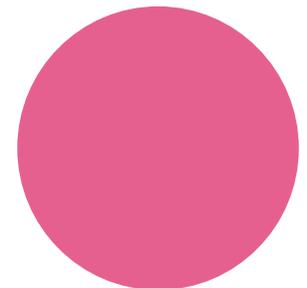
Employability and Enterprise



Places and Spaces



Connectivity and Collaboration



Artivism



The role

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# 2.0

## Background

Articulate was founded in 2017 to provide long-term, wraparound support for care experienced children and young people, to get them where they want to be. We use the arts and culture to activate change and encourage young people to see themselves, the world and their place in it differently. We forefront their talent, passion and strengths as drivers towards success and help them to pick up the threads when things go awry.

In 2018/19 we conducted research with young people to discover the type of organisation they wanted us to be and those findings have guided our evolution to date, as well as informed our 10-year plan. The young people hold us accountable and help us to evolve the narrative that accompanies our work.

For all of us it is important that the people with whom we work are passionate about making a difference in the lives of those who haven't had the same chances as others. This [video](#) from a few years ago features two of the young women articulating what they think that a youth-led space should be and who should be there to support them.

Articulate's Youth Workers will support the charity to deliver creative programmes as well as provide group and one-to-one support for the young people to achieve their goals. They will offer a link between the young people and the adults, helping care experienced young people to feel better connected to the organisation, the projects and the direction we are going in.

It is pivotal that everyone who works with us understands the context of care and what it means to be care experienced, here is some suggested reading to support your learning:

- [The Promise Scotland](#)
- [Adverse Childhood Experiences and Trauma](#)
- [Getting it right for every child](#)





# 2.2

## Job description

**Role:** Youth Worker (part-time, up to 12 hours per week)  
**Contract:** 1 year fixed-term  
**Pay:** £10.90 (Real Living Wage)  
**Line manager:** Producer  
**Working pattern:** Flexible to suit the needs of the programme - evening and weekend availability is essential.

Articulate seeks the support of Youth Workers to provide wellbeing information, general advice and guidance and work-related learning to the wide range of young people with whom the charity works.

The post is key to our prevention and early-help agenda and in supporting young people to make a successful transition to an adult life that is also framed around economic wellbeing at this moment of great strain in our society. We wish to deliver this targeted intervention to ensure that young people get the support they need, when they need it and to reduce the necessity for higher-cost, specialist intervention later on.

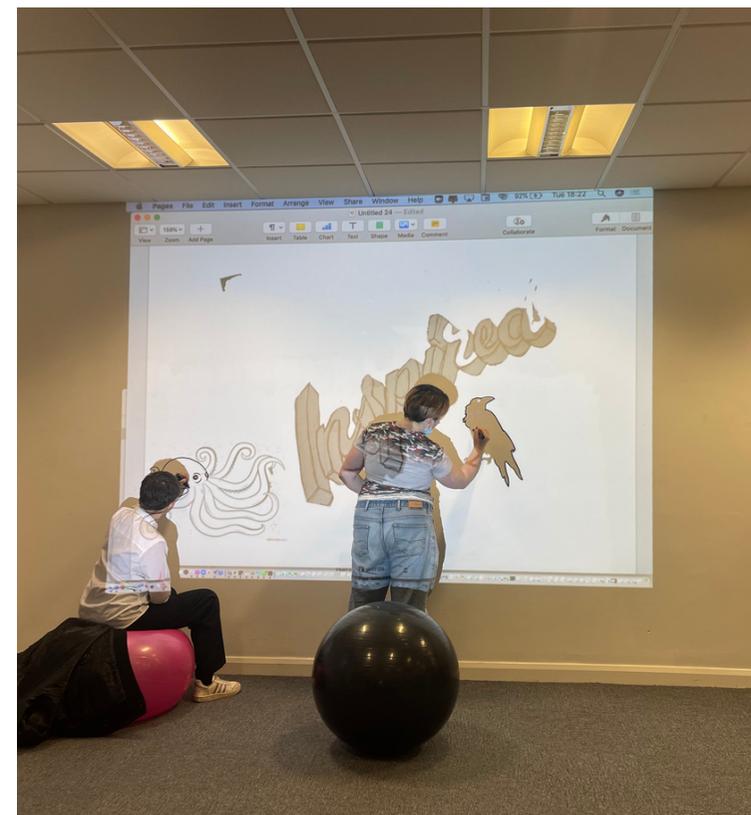
We want to enable young people to succeed by providing high-quality, informal education opportunities to promote their personal, emotional and social development. We want to support those who are challenged in education, their communities or home life and ensure a successful transition towards adulthood.

You will deliver projects and establish new initiatives which develop, with the young people, a stimulating and challenging youth arts work programme. You will work in group settings and deliver one-to-one help to identified individuals.

You will have the ability to quickly establish positive relationships with diverse groups of young people and partners and to respond flexibly to their needs.

You will have experience of planning and delivering impactful youth, training and/or employability programmes and activities including supporting young people to achieve accredited awards that are inclusive, accessible and developmental. You will have experience of working with young people who experienced complex and multiple barriers to participation in education and community life.

The Youth Workers will work across the Articulate programme and will engage with delivery partners to support young people and families across Scotland. You will work closely with our team to develop and implement a delivery plan that enables children, young people and families to connect, communicate, create and collaborate for improved life choices and chances.



# 2.3

## Job description - Skills and experience

We are looking for individuals who are positive, empowering and resilient.

### The candidates should have experience of:

- Working directly with children, young people and families using youth work engagement tools in a community of interest setting.
- Delivering programmes, services, processes and systems to achieve outcomes as part of a team.
- Contributing to a values-based culture and leading with integrity, compassion and dignity.
- Building positive relationships with colleagues, children, young people, families and professionals.
- Multi-tasking and working calmly under pressure.
- Monitoring and evaluation of programme delivery
- Conducting and working safely inc. with risk assessments and mitigations.
- Being adaptable and flexible to suit the needs of the young people and the charity.

### Essential Skills

- The ability to proactively recruit and support care experienced young people, helping them to cope with everyday issues so that we can help meet their creative needs and aspirations.
- A positive, flexible and patient approach that is adaptable to the needs of and barriers experienced by the young people.
- Supportive of finding new opportunities for young people through networking and developing relationships with other providers and services.
- The ability to support the recruitment and training of care experienced young people to become members of projects and co-design and develop the programmes of interest to them.

### Qualifications and Training

- Be in possession of a relevant youth work certificate, diploma or other qualification.
- Training relevant to the role such as play training, youth work, etc.
- Be in possession of PVG membership or willing to become a member.
- Desirable: be in possession of a driving license with access to a vehicle.



# 2.2

## Job description - Person specification

### Professional qualifications, experience and knowledge

- Experience of working with care experienced children and/or young people.
- Relevant experience of working with volunteers.
- Knowledge of the Scottish education and social work systems.
- Creative learning knowledge that appeals and is attractive to children and young people.
- Knowledge of or training in Arts Award accreditation.
- Computer and IT literate (Microsoft Word, Excel, PowerPoint, etc.).
- Social media literate (Twitter, Facebook, Instagram, YouTube, etc.).

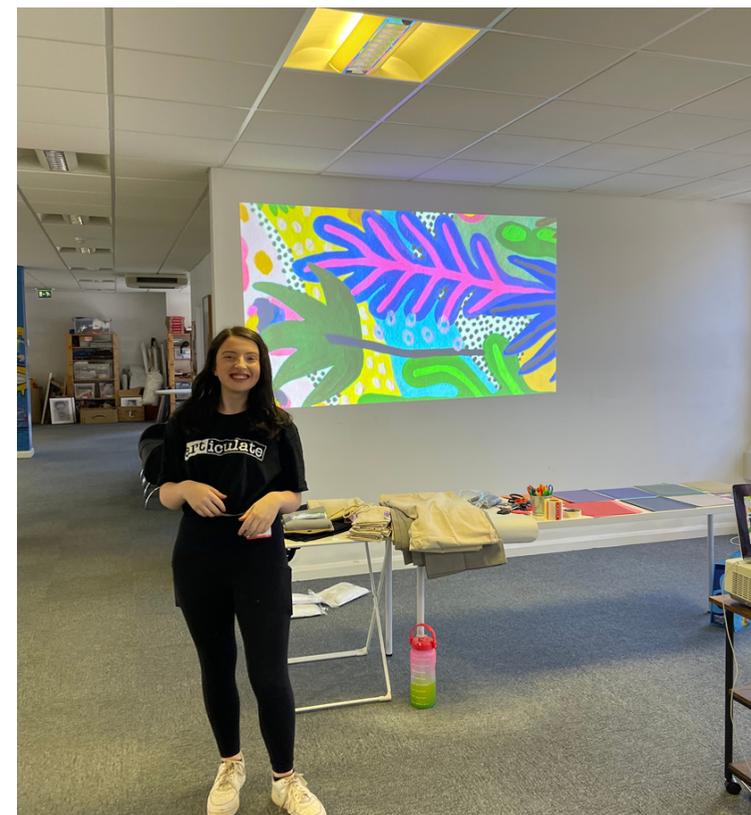
### Personal skills and abilities

#### Communication:

- Excellent communication, presentation and interpersonal skills.
- Strong support skills to produce workshops and engagement/empowerment activities and events.
- Ability to adapt communication and presentation style according to the audience.
- Good listener, who is both empathetic and encouraging.
- Flexible, adaptable and able to adjust as circumstances for the young people change.
- Patient and able to support young people at all ages and stages of their creative journey.
- Connected and able to maximise opportunities we create as well as those that arise.

#### Work approach:

- Proven ability to take the initiative and the responsibility for helping get things done.
- A highly efficient team worker able to work closely with other members of the project team in a collaborative and motivating way.
- Empathy with and willingness to work within the ethos of Articulate and the young people.
- Adaptable and flexible in terms of time and work approach.
- Willingness to travel independently, including for evening and weekend sessions and for which time off in lieu may be taken.



# 2.2

## Job description - Work illustration

### Duties

- Administrative support - arranging appointments, attending meetings, noting tasks and actions.
- Personal Development Planning - ensuring issues, barriers and challenges the young people face are met proactively within the team.
- Arts Award programme support - collating folios, booking assessments and project schedules, visits and follow-ups.
- Project support - set-up, front of house, take down and support for evaluation and follow-up.
- Communication support - contact meetings, social media, content creation, web and data updates.
- Any other reasonable and appropriate duties in line with the needs and progression of the young people.

### Programme Delivery

- Engage with care experienced young people and young adults to identify barriers to their everyday progression in life, in education, training and ultimately into further education or employment.
- Support our creative learning programmes which are inclusive and enabling of the choice and voice of care experienced young people.
- Support project co-design, delivery, evaluation and reporting in line with the interest of the young people and funders.
- Attend internal and external meetings as required.

### Procedural Requirements

- Support projects and programmes and act as the main point of contact between young people and family/carers/professionals.
- Maintain accurate PDP records, registers and activity logs as undertaken by all young people.
- Gather relevant information for the monitoring and evaluation in line with funder guidelines.
- Comply with all organisational policies and procedures, especially around protection of vulnerable children and young people, data and risk management.

### Training Offered:

- NSPCC Child Protection in Scotland - certificated.
- Emergency First Aid at Work - certificated.
- Arts Award Assessor - certificated.



# Application process

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# 3.0

## How to apply

If you think that you meet the requirements of the role and would like to work with Articulate we would welcome your application. Applications will be accepted in writing, with no more than 2 A4 pages as a covering letter or via a 3-minute video.

In your application you should be able to demonstrate:

- your understanding of the role
- your motivations for applying
- your experience and suitability for the task.

In addition, we would like you to explain in no more than 150 words per question:

1. What approach do you take to building trust in relationships?
2. Which three qualities of those that the young people highlighted most apply to you and how will they support quality practice?

Your application should be accompanied by a CV with details of two referees that we can approach if you are offered the role.

Applications should be sent to [laurafrood@articulatehub.com](mailto:laurafrood@articulatehub.com) and should be received by **12 noon on 24th March**.



# 3.1

## Interview process

Applications will be assessed by a panel of staff members and young people. Successful applicants will be invited to attend an in-person interview on the **29th March**.

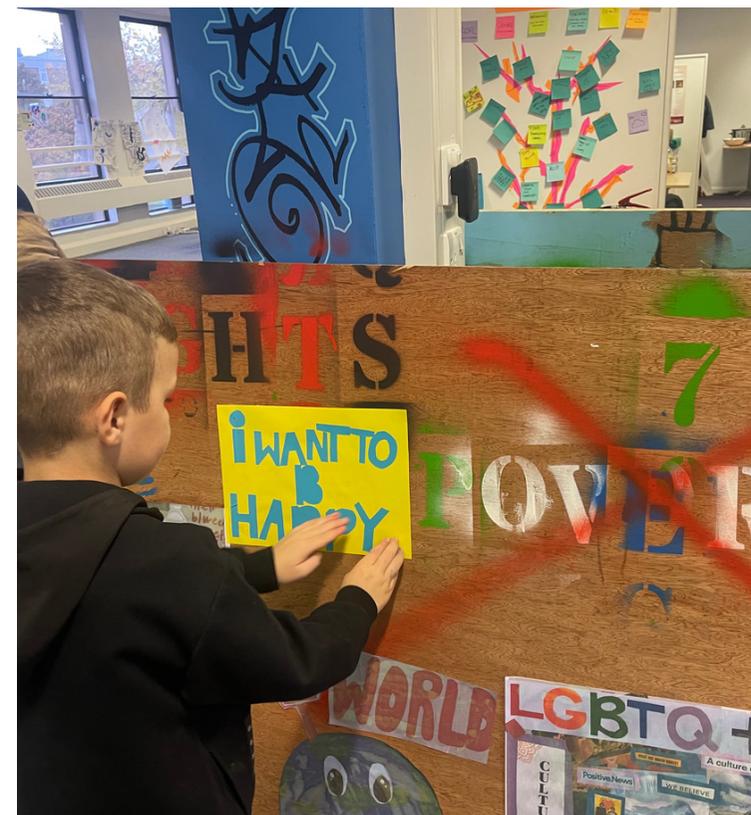
The interview will consist of two parts:

- **Group Activity** with young people and staff, you will not be expected to lead this activity but to take part and support others.
- **Panel Interview** you will be asked 5 competency-based questions that aim to prove your suitability for working with Articulate's young people.

All applicants will be treated equally and given the same time allowance per activity. All access needs will be met and adjustments made where necessary.

### Timeline

- The deadline for receiving applications is **Friday 24th March at 12 noon**
- Applicants will be notified of the outcome of their application on **26th March**
- Interviews will take place on **29th March** at our studio in Glasgow city centre
- The expected start date for the successful candidates is **17th April** following successful reference checks and PVG clearance.



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Thanks

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