YMCA LINCOLNSHIRE

Station Youth Worker & Ben Club Leader



YMCA

Here for young people
Here for communities
Here for you

A Message From Our CEO

Thank you for taking the time to explore the opportunity to join our Youth Team at YMCA Lincolnshire.

YMCA Lincolnshire's Youth Service provides safe, supportive activities and development opportunities for young people across the county. We run a variety of youth clubs across our YMCA sites, The Showroom and St. Giles Youth Centre, as well as outreach youth clubs in rural villages, tailored programmes to local schools and youth clubs across RAF bases.

Our mission as a service is to ensure young people in our county are provided with the best possible start in life through supporting families in disadvantaged areas. We support young people to broaden their personal development, their experiences and to build ambition for their future lives.

Welcome to YMCA Lincolnshire

YMCA Lincolnshire is proud to be a part of the wider YMCA federation, the world's oldest and largest youth and community movement, while remaining an independent local charity that has served our country for over 155 years.

Rooted in Christian values, and open to people of all faiths and none, we support thousands of individuals each year through a wide range of services – from youth work, early years education and housing support, to community outreach, wellbeing and commercial services. Our work reaches children, young people, vulnerable adults and isolated communities, helping people to belong, contribute and thrive.

At YMCA Lincolnshire we are committed to fostering a truly equal and inclusive environment where everyone is welcomed, valued, and supported to reach their full potential. We actively challenge discrimination and social injustice, embracing diversity because it strengthens our organisation and the communities we serve.

If you are interested in this role, and believe you have the experience, skills and values we are looking for, we very much look forward to hearing from you.

Chris Kirkwood
Chief Executive
YMCA Lincolnshire





The Difference We've Made

Our Purpose

"To ensure that people and communities across the county have the opportunity to belong, contribute and thrive so that they feel safe valued and fulfilled."

Our Values

Compassionate

Committed to empathy, high-quality listening and understanding of those that we work alongside.

Person-centred services built upon solid foundations of trust, respect, and open and effective communication.

Compassion will be evidenced in what we do, what we say and how we say it.



Brave

Open to new and innovative ideas, and having the courage to explore them.

Courage to speak up and speak out, particularly against injustice and inequity.

Not being afraid to challenge the way we have always done things, in order to be the best we can be.



Collaborative

We will bring together individual expertise, experience and resources to identify and deliver great work with those most in need.

Continually identifying opportunities for meaningful partnerships to increase the impact, reach and longevity of our work.

Great results come from working together and not just in our own 'box'.



Supportive

An environment of safety and security where people experience genuine human connection, care and support that helps them thrive emotionally, socially and mentally.

Encourage and support people to achieve their goals and aspirations.

Having systems in place to support the work we do - to help people to achieve their best version of themselves.



Our Principles

Rooted in, and acknowledging our Christian foundations, our five principles guide us in fulfilling our purpose while fostering a people-centred culture that values, supports, and recognises the dedication of all employees and volunteers.

Principle 1: We are one team delivering a shared purpose.

Principle 2: All people are valued and their contributions are recognised.

Principle 3: We are inclusive; recognising and celebrating the positive benefits that diversity and difference brings.

Principle 4: We encourage openness and transparency at every level.

Principle 5: We support, enable and promote the health, safety and wellbeing of all; balancing the demands of the working environment and an individual's personal life.

ROLE DESCRIPTION

Job Title	Station Youth Worker and BEN Club Lead
Salary	£17,840.65
Hours	22.5 hours per week
Location	RAF Digby
Closing Date	Thursday 3rd December 2026
Benefits	31 days annual leave including Bank Holidays, Workplace Pension through People's Pension, subsidised Health Care Plan, free parking at main site, YMCA Lincolnshire Specific Discounts (listed at end of document).

We are looking for a Station Youth Worker to help in the delivery of the Airplay programme.

Role Purpose

YMCA Lincolnshire operates a number of facilities and services across the county, all providing enrichment and support to the local community. We provide support to the local community, through supported housing, childcare, youth activities and community outreach work.

Our Youth Service at YMCA Lincolnshire aims to create a fun, safe, and encouraging environment where young people can develop and thrive. As of this year, we have taken over the delivery of Airplay and Ben Clubs.

Airplay and Ben Clubs are the RAF Benevolent Fund's youth support programme, providing youth club sessions on RAF stations and access to the digital platform Airplay Connect, developed for children living on and away from stations

PLEASE CLICK TO WATCH VIDEO →



Principal Responsibilities

Operational

- Oversight of youth activity on allocated Airplay base.
- Spend a large proportion of time working in direct contact with young people and children during the late afternoons and evenings.
- Work with staff, local agencies and young people to plan and deliver personal and social development programmes.
- Establish contact and develop relationships with young people and children through a variety of youth/play work styles and settings.
- Planning, development, promotion and delivery of youth work curriculum programmes for young people with identified accredited outcomes.
- Assess the needs of individuals and groups of young people and children so that appropriate development opportunities are made available.
- Contribute to the appointment, training and management of volunteers and sessional staff for the Airplay Programme.
- Participate in the development of the department by contributing to: team meetings, project meetings and working groups for the Airplay Programme.
- Organise, promote and deliver relevant training opportunities within the project remit, for which you are appropriately trained for the Airplay Programme.
- Ensure that all delivery that you are responsible for complies with all health and safety and safeguarding requirements.

Working with young people

- Delivering and leading Airplay sessions, including planning and organising activities.
- Engage and empower young people, motivating them to participate in activities and programmes and take opportunities that will enhance the quality of their lives and the opportunities available to them.
- Set and enforce appropriate disciplinary procedures to address challenging behaviour in line with YMCA policies, procedures, and codes of conduct.
- Be knowledgeable of local support organisations in order to refer/signpost young people with significant complex needs both internally and outside of YMCA programmes.

Finance and administration

- Maintain accurate records of youth activities and individual performance and progress, as required and submit accurate reports as necessary.
- Complete all paperwork required for funding purposes for the Airplay Programme.
- Monitor and control finances and submit claims when appropriate.

Health & safety / safeguarding

- Ensure that all youth work delivery in own area of responsibility complies with Health & Safety, Lone Working Procedures, Welfare and Safeguarding requirements, including producing regular Risk Assessments for off-site activities.
- Record all accidents, incidents and near misses and report accordingly to the Youth Services Manager and in his/her absence the Director of Communities.

Working relationships

- Build effective professional relationships with young people, professionals and others involved in the delivery of activities.
- Liaise and work collaboratively with colleagues at all levels within the organisation to ensure the effective delivery of Airplay, cross department projects, and integrated approaches to work with young people.
- Working with the Community Development Officer to develop youth work based on community need as identified in community research such as the Community Needs Analysis

Person Specification

Essential

- Relevant experience of working with young people and children from different backgrounds, providing a range of activities and support.
- Knowledge of the potential barriers that young people face.
- Experience of collaborative working with others (colleagues and other agencies).
- Knowledge of Health and Safety Practice and risk assessments within a relevant environment.
- First Aid at Work Qualification or willing to undertake qualification.
- Child Protection/Safeguarding Level 1 or equivalent or willing to undertake qualification.
- Full driving license and access to a vehicle.
- Good organisational, planning and time management skills.
- Excellent interpersonal skills and ability to form close and effective working relationships with young people from a wide range of backgrounds.
- Flexible and adaptable approach to engaging young people with a range of needs.
- Enthusiasm for working with young people, able to provide a positive role model and leadership.
- Ability and confidence to work unsupervised, problem solving and using own initiative as required.
- Good verbal and written communication skills.
- Team player, able to work collaboratively with a range of internal and external colleagues as required.

- Computing skills, including familiarity with Microsoft Office applications and ability to learn new systems as required.
- Commitment to equality and valuing diversity and understanding how this applies to service provision.
- Commitment to own professional development and willing to undertake learning and development appropriate to the role.
- Able to travel and work across all project sites.
- Able to work the flexible hours as required for the role, including up to 4 evenings a week.
- Respect the Christian ethos of YMCA Lincolnshire and uphold its values.
- Passionate about the work of YMCA Lincolnshire.

Desirable

- Experience of youth outreach.
- D1 classification for Minibus driving.
- Level 3 qualification in Youth Work or equivalent, and ideally a relevant JNC recognised professional youth work qualification.

Benefits of Working at YMCA Lincolnshire

- Role specific training
- 25% off The Showroom Café
- 20% off YMCA Lincolnshire charity shops
- 10% discount on gym membership at Everlast Lincoln
- 27% discount on gym membership at My Gym Lincoln
- 10% off YMCA Lincolnshire nurseries childcare
- Free climbing sessions (availability dependent)
- Healthcare Cashback
- Blue Light Card eligibility
- B&Q Tradepoint card
- Free tea & coffee at all sites
- Free parking at main office (The Showroom) site



How To Apply

Your application should comprise of the three completed forms below (these can be accessed by clicking on them) -

- Application Form
- Personal Details Form
- Equality & Diversity Monitoring Form
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These three forms can be downloaded by clicking on them. Alternatively, they can be found on the listing for this job at www.lincsymca.co.uk

Please send your completed Application Form and Personal Details Form to recruitment@lincsymca.co.uk by Thursday 3rd December at 5pm.

Thank you for your interest in YMCA Lincolnshire, we take great joy from meeting like-minded people who hope to join us in making a difference to some of the most vulnerable members of our community.

