YMCA LINCOLNSHIRE

Youth Worker Recruitment Pack



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



WATCH

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 Youth Worker

Salary £20,295.36 per annum

Hours 30 hours per week

Location The post holder, in line with operational requirement, will work across outreach locations, YMCA sites and other locations as required. Access to a vehicle and full driving licence is required.

Closing Date Thursday 3rd December 2026

Benefits 31 days including Bank Holidays - after 1 year's complete service a discretionary additional day may be accrued each year up to a maximum entitlement of 38 days, Workplace Pension through People's Pension, subsidised Health Care Plan, free parking at main site, YMCA Lincolnshire Specific Discounts (listed at end of document).

Role Purpose

To assist in the co-ordination of the operational running youth services across all delivery sites, developing exciting events and activities for young people and community events.

The main purpose of the job is to provide a professional and comprehensive supervision of the activity facilities during its open hours and provide support for holiday and project based events and programmes.

Duties and Responsibilities

- To encourage young people to realise their potential – signpost to sports clubs, associations, projects and other local activity.
- Create and implement youth, physical and sporting activities for young people aged 5-25 years old, including holiday clubs and youth nights both in The Showroom and at other locations and venues. This will include the creation and maintenance of risk assessments and sign up/registration documents.
- Support the Management team in ensuring the facilities meet regulations and environmental, health and safety standards.
- Work across departments to expand opportunities for the wider organisation.

- Identifying and recording necessary maintenance work within the centre.
- Supervise and support junior staff, proactively lead by example and assign specific duties when required.
- Monitor and demonstrate achievement of agreed service levels and to lead on improvement by submitting a monthly checkpoint report to the Youth Project Manager incorporating all key Youth Services.
- Responding appropriately to emergencies or urgent issues as they arise.
- Checking that work by staff or contractors has been completed satisfactorily as required.
- Leading multiple teams to cover various areas of responsibility.
- Ensuring all events run smoothly and to a high standard.
- Applying current legal and in-house HR procedures to ensure the retention of good staff and the provision of high-quality services.
- Evening and weekend work is a requirement of the role.
- Assisting with troubleshooting and addressing problems as they arise.
- Leading on inbound and external contact via social media and general youth service email
- Any other reasonable management request.

Person Specification

Knowledge	E	D
Relatable health and safety issues	✓	
Computer literate	✓	
Safeguarding Children & Young people	✓	
Contemporary issues experienced by young people	✓	
Experience	**E**	**D**
Working with children, young people or families	✓	
2 years employment in a youth work role		✓
Charitable/Third sector employment/voluntary work		✓
Working with other organisations to achieve common goals	✓	
Working effectively as part of a team	✓	
Effective and efficient working in a demanding environment	✓	

Skills & Abilities	E	D
Youth work qualification		✓
GSCE in Maths and English A-C	✓	
Educated to A Level or equivalent standard		✓
First Aid Level 3		✓
Sports, Arts or Working with Children & Young People qual. Level 2		✓
Strong motivational and influential people skills	✓	
Energy, drive and enthusiasm	✓	
Driving license and access to a vehicle	✓	
An approachable manner and a "hands on" attitude	✓	
An eye for detail and the ability to work to high standards	✓	
Remain calm and professional under pressure	✓	
Excellent administration and organisational skills	✓	
Strong communication and interpersonal skills	✓	
Numeracy and analytical skills	✓	
Ability to inspire and assist in developing a staff team	✓	
Work with Young People with an empathy and understanding of their needs	✓	
Hold an appreciation of the aims, ethos and values of the YMCA	✓	

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

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.

