



Isle of Man
Government

Reiltys Ellan Vannin

Department of Education,
Sport and Culture



SENIOR YOUTH WORKER

Candidate Information Pack

HELLO, IT'S GREAT TO MEET YOU

Thank you for your interest in our Senior Youth Worker role.

Our Youth Service provides **“somewhere to go, something to do and someone to talk to”** for young people across the Isle of Man.

Operating across 25 locations, seven days a week, the service focuses on creating safe spaces, building trusted relationships and providing meaningful opportunities that empower young people develop confidence, build skills, make informed choices and contribute positively to their communities.

A wide range of opportunities are available to young people through Youth Services, including awards-based programmes such as the Duke of Edinburgh's Award and a Young Workforce programme.

Our objectives include:

- **Delivering high quality youth work** and appropriately equipped centres across the Isle of Man.
- **Supporting young people's personal, social and emotional development** through a purpose-built Outdoor Learning Centre.
- **Listening to the voice of young people** to help shape and inform future services.
- **Providing pathways through accredited programmes**, such as the Duke of Edinburgh's Award and the Young Workforce programme.
- **Delivering holiday activity schemes and residential opportunities** for young people on the Isle of Man.
- **Continuing to develop the digital space in youth work**, both through our systems and our workforce.

In this pack you will find out more about our organisation, the role and the skills you will need to be successful in the Senior Youth Worker position.

If you have any questions, please get in touch with Nigel Howard, Principal Youth Officer via email at Nigel.Howard3@gov.im, who will be happy to help.

We look forward to welcoming your application!



Isle of Man Youth Service

Department of Education, Sport and Culture

has achieved National Youth Agency's Quality Mark Award

Quality Mark Award is an organisational reflective tool built on a framework of three standards with 12 indicators.

Using Quality Mark Award creates a dialogue for professional practice and supports organisations to embed a culture of learning and growth.

Achieving the National Youth Agency's Quality Mark Award shows that the awarded organisation has demonstrated quality in:

**Young People's personal & social development and learning
Quality of youth work practice
Leadership and management**

Signed


Leigh Middleton, OBE
CEO, National Youth Agency

NYA
National Youth Agency



SENIOR YOUTH WORKER

ROLE OVERVIEW

As Senior Youth Worker, you'll play a leading role in shaping high-quality youth work across the Isle of Man. You will support staff, develop best practice and ensure that young people can access safe, meaningful and engaging opportunities.

You'll also help drive service improvements, lead key programmes and projects, and uphold the Department of Education, Sport and Culture's (DESC's) safeguarding and professional standards. You will stay informed of developments within the youth sector across the Crown dependencies, the Channels Islands and the UK.

In this role, you will:

- **Lead youth work delivery** and specific projects across the Isle of Man, under the instruction of the Principal Youth Officer and in support of the Youth Officer, where appropriate.
- **Support clubs, lead staff and projects**, mobile youth provision and targeted programmes.
- **Train, mentor and support** staff teams across the service.
- **Develop and maintain** high-quality youth work practice.
- **Lead residentials, exchanges and priority projects** aligned with service planning.
- **Build strong, supportive relationships** with young people, families, colleagues and partners.
- **Resource local and national initiatives** for young people including the UK Youth Matters strategy 2025.



HOW YOU'LL MAKE AN IMPACT

Practice Leadership and Service Oversight

Senior Youth Worker

The Senior Youth Worker holds island-wide responsibility for the quality and consistency of youth work practice across clubs, projects, mobile provision, detached work, digital delivery, and residential. The role provides senior practice leadership, not area management, and works within service priorities set by the Principal Youth Officer and Youth Officers.

You will set expectations for safe, effective and youth-centred practice and observe delivery, provide feedback, and address gaps in standards through coaching, guidance, and direct intervention where required.

You will hold oversight of practice systems used across the service. This includes quality checking risk assessments, ensuring consistent use of Evolve, and supporting staff to meet safeguarding, health and safety, and departmental requirements.

The role leads practice learning across the workforce. This includes briefing staff on policy changes, sharing learning from incidents or reviews, and supporting Youth Workers in Charge with complex decision making during live delivery.

You will lead youth voice activity at service level and coordinate youth surveys and consultation activity, analyse findings, and report themes to inform service planning and improvement.

You will hold authority to make operational decisions during sessions, residential, and critical incidents. Escalate safeguarding, practice, or safety concerns directly to senior management when required.

Workforce Development

A part of your role will be supporting the young workforce. You will guide and coach staff, particularly those who are newly appointed or developing their youth work practice. You will lead induction activities, promote best practice aligned with National Youth Agency (NYA) standards, and help maintain a consistent approach across the service. Through modelling professional and reflective practice, you will help to create a positive and supportive culture for staff.

Evolve System

The Senior Youth Worker supports consistent use of the Evolve system across clubs, projects and residential. They quality check risk assessments, support staff compliance, and address gaps in practice to meet service and departmental standards.

Youth Service Curriculum Development

The post holder will lead the development, implementation and ongoing review of a new Youth Service curriculum aligned to the National Youth Agency Youth Work Curriculum. This will include translating national youth work principles into a clear and practical framework that guides delivery across youth clubs, projects, mobile provision, detached work, and targeted programmes. The role will ensure the curriculum supports consistent practice, clear progression for young people, and reflects local need, service priorities, and young people's views.

Youth Work Delivery and Provision

Youth Work Delivery

You will deliver sessions across a range of settings, including youth clubs, project spaces and mobile or detached work. You may be delivering an initiative sourced through the National Youth Agency or working in partnership with colleagues from IOM Gov. This involves planning purposeful programmes that support young people's personal and social development. You will build meaningful relationships based on trust, consistency and respect, using your experience to create spaces where young people feel heard, supported and encouraged. Your practice will be guided by feedback, evidence and service planning to ensure your work has real impact.

Mobile Youth Provision

You will take the lead on planning and operating the service's mobile youth provision, ensuring that it reaches young people in key communities across the Island. This includes organising schedules, overseeing safety checks and equipment and ensuring that risk assessments are thorough and up to date. You will also work with local partners to identify areas of need and coordinate delivery effectively. This will include the detached and street-based offer to young people at times when this is required.

Digital Youth Work

The Senior Youth Worker develops and delivers digital youth work activity across online platforms. They support staff practice, ensure safeguarding standards, and use digital spaces to engage young people who do not attend face to face provision.

Programmes and Youth Initiatives

Youth Initiatives and Priority Projects

You will take responsibility for key youth initiatives such as targeted holiday schemes, youth targeted programmes, Thrive, and other Island-wide youth events. This includes planning, delivering and evaluating projects, and contributing to quality assurance and service development. Your work will help ensure that the Youth Service remains dynamic, innovative and aligned with the needs of young people.

Targeted Programmes and Project Development

The Senior Youth Worker leads the development and delivery of targeted programmes in response to identified needs. This includes designing and establishing new projects, such as a youth motor project, and coordinating partners, staff and resources to deliver safe, purposeful, and high-quality outcomes for young people.

Residentials and Exchanges

You could be leading on planning and delivering residentials and exchanges, overseeing every stage from initial planning through to evaluation. This includes managing staffing, logistics, safety considerations and risk assessments to ensure that every experience is safe, inclusive and memorable for young people.

Duke of Edinburgh's Award Support

You can provide operational support to the delivery of the Duke of Edinburgh's Award across Island youth hubs, working alongside Youth Workers in Charge and partner organisations. This will include supporting staff with programme planning, safe practice, quality assurance, and problem-solving linked to DofE delivery. The role will contribute to maintaining a consistent and high-quality DofE offer that complements and strengthens wider youth work provision.

Youth Voice and Engagement

Youth Forums and Meaningful Engagement

The Senior Youth Worker leads youth forums at local and national level and ensures young people influence decisions that affect them. The role supports colleagues to plan and deliver inclusive, youth-led engagement, enabling young people to shape ideas, contribute to projects, and take part in local and national initiatives that inform service development, policy input, and community action.

Youth Survey

The Senior Youth Worker leads the planning, delivery, and analysis of youth surveys across the service. They use findings to shape provision, report themes, and feed young people's views into service planning and decision making.

Safeguarding, Quality Assurance and Partnerships

Safeguarding and Compliance

You will act as the safeguarding lead during delivery, ensuring that concerns are managed swiftly, accurately and in line with departmental procedures. You will be responsible for recording information and completing reports appropriately. You will also maintain a strong understanding of safeguarding policy and best practice. Upholding DESC's safeguarding expectations will be central to your role.

Monitoring, Quality Assurance and Administration

Your responsibilities will include monitoring attendance and engagement patterns, collect feedback and support decision-making around planning and resource allocation. You will play a part in administrative processes, contributing to quality assurance and helping the service maintain high standards.

Partnership and Community Work

You will work with a wide range of partners including schools, the police, youth justice services, community groups and voluntary organisations. You may represent the Youth Service at meetings and will help to build constructive relationships with families. Through these partnerships, you will strengthen links between young people and their communities.



Governance

Reporting Framework

The Senior Youth Worker reports to the Principal Youth Officer, who acts as the Reporting Officer under the IOM Civil Service Performance & Development Review Scheme.

Role Boundary and Accountability

The Senior Youth Worker operates as a senior youth worker with island-wide practice leadership responsibility. The role does not hold budget ownership, strategic policy accountability, which remain with the Youth Officer. The post holder does not directly line manage staff but can function as supervisor to youth workers in charge. The post holder works within service priorities and strategy agreed by senior management and focuses on translating these into consistent, safe, and high-quality youth work practice. The role leads standards, systems, and workforce practice across settings while escalating strategic, staffing, or resource issues through agreed management structures.

What you need to be successful

- Relevant Level 5 qualification connected to children and young people (e.g. Level 5 in Diploma in Youth Work Practice OR Leadership and Management for Children, Young People and Families OR Foundation Degree in Youth & Community Work)
- Up-to-date safeguarding training, or commitment to completing required training and refresher updates
- First Aid qualification or commitment to completing required training
- Relevant experience delivering youth work, or working with young people in community or education settings
- Clear communication with young people, families, colleagues and partners
- Experience leading sessions, programmes or targeted work
- Experience in training, coaching or supervising staff/volunteers
- Working knowledge of: Youth Work curriculum and principles, National Youth Agency (NYA) standards, Joint Negotiating Committee (JNC) expectations and issues affecting young people on the IOM
- Hold a full, valid driving licence and have access to own vehicle

If not already held, and following a successful probationary period, you will be offered the opportunity to work towards a JNC-recognised Level 6 professional youth work qualification. The Youth Service will support this through funding of course fees, subject to service approval and a learning agreement. Study will normally be undertaken in your own time, with professional support provided through supervision, access to practice opportunities and practice oversight.





A WORKPLACE THAT INVESTS IN YOU

- **Support to make the move** – a relocation package of up to £5,000 is available to help you settle into life on the Isle of Man.
- **A salary that grows with you** – enjoy annual pay increases until you reach the top of the scale.
- **Time to recharge** – generous annual leave, a Privilege Day and 10 Bank Holidays, with even more leave added after your first and third year.
- **Flexibility built in** – a hybrid working pattern that blends home working with time in the office.
- **A pension you can rely on** – choose from two Isle of Man Public Service options (subject to eligibility): the Isle of Man Government Unified Scheme 2011 or the Defined Contribution (DC) Arrangement.
- **Keep learning and progressing** – access to our dedicated Learning, Education and Development facility to support your professional growth.
- **Stay active and feel good** – discounted access to the NSC gym and island swimming pools, plus exercise classes and 1-to-1 support from qualified instructors.
- **Support when you need it** – free, confidential counselling and wellbeing support through the Staff Welfare Service.
- **Cycle your way to work** – save money and stay active with the Public Service Cycle to Work scheme after your first year.
- **Take time out when life calls for it** – the option to apply for an unpaid career break after three years' service.





A SPECIAL PLACE TO LIVE AND WORK

The Isle of Man occupies a central position in the Irish Sea between England and Ireland, making it well connected while retaining its own distinctive identity. The Island is easily accessible by sea and air, with over 200 weekly flights to and from the UK and Ireland.

Measuring just 33 miles long by 13 miles wide, the Island offers an impressive variety of landscapes in a relatively small space. From dramatic cliffs and sweeping bays to peaceful glens, forests and sandy beaches, the Isle of Man is known for its stunning natural scenery and unspoilt environment. It is a popular destination for visitors, but for those who live here it offers the opportunity to enjoy the outdoors every day.

Home to a population of just over 80,000 people, the Island combines the benefits of a close-knit community with a modern and dynamic economy. The Isle of Man is a self-governing British Crown Dependency with strong and enduring ties to the UK, providing political stability alongside its own system of government.

Residents benefit from high-quality public services, including excellent education and an NHS-style, free healthcare system. The Island also has a strong sense of national identity and a vibrant cultural heritage, with a calendar full of community events, food and drink festivals and internationally recognised sporting events such as the world-famous Isle of Man TT Races and the Manx Telecom Parish Walk.

The Isle of Man offers an exceptional quality of life, with short commute times, easy access to nature and a strong sense of community. It is one of the safest places to live in Europe and is the only entire nation in the world to be awarded UNESCO Biosphere status, recognising its commitment to protecting its natural environment while supporting sustainable communities.

All the information you could need about living and working in the Isle of Man can be found at www.locate.im.

LOCATE 
ISLE OF MAN

