



A MENTAL HEALTH SOCIAL MOVEMENT

8-10 WEST STREET, OLD MARKET, BRISTOL, BS2 0BH · 0808 808 9120  
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## **Job Pack**

### **Youth & Community Development Worker (Zazi)**

Thank you for your interest in this role, please find below some information to help you decide if you would like to apply. In the interests of equality CVs will not be accepted, so please apply via the website. Applicants will be assessed on their ability to meet the criteria listed in the Person Specification.

The closing date for this role is **14/07/2024 at 11.59pm** and interviews will be held on **22/07/2024**. Candidates shortlisted for interview will be informed by email - we are not able to offer individual feedback to unsuccessful candidates.

To have an informal discussion about the role, contact **Aishah - [aishah@otrbristol.org.uk](mailto:aishah@otrbristol.org.uk)**

## Role Summary

<b>Job Title</b>	Youth & Community Development Worker (ZAZI)
<b>Salary</b>	OTR Band B+   Starting salary £26,882 fte
<b>Hours</b>	22.5 - 37.5 per week   0.6 - 1.0fte
<b>Contract</b>	Fixed term to 12 months
<b>Leave</b>	Flexible - our basic entitlement is 28 days (pro rata). However, OTR operates a flexible leave policy and you are entitled to request as much leave as you would like and need.
<b>Pension</b>	With The People's Pension - up to 3% employer contribution on qualifying earnings
<b>Location</b>	Based at OTR, 8-10 West Street, St Philips, Bristol, BS2 0BH and in locations across Bristol and South Glos.
<b>Accountable to</b>	Team Manager (Zazi)
<b>Job Purpose</b>	<ul style="list-style-type: none"> <li>● To coordinate and deliver a project working with young black people and people of colour aged 11-25.</li> <li>● To promote OTR's offer to young black people and people of colour across Bristol and South Glos.</li> <li>● To Support young people's holistic wellbeing through 1:1 wellbeing support, which will require you to uphold a small caseload of young people.</li> <li>● To support the Team Manager (ZAZI) to provide training, consultation and resources to external agencies where appropriate.</li> <li>● To work towards agreed goals for the delivery of OTR's work with young black people and people of colour.</li> <li>● To support ZAZI and lead on the development of further projects for young black people and people of colour, as needed.</li> <li>● To build a strategy around supporting young people once they have finished with the intervention.</li> <li>● To build partnerships with key organisations in order to develop and support a holistic offer for young people.</li> </ul>
<b>Key Relationships</b>	<ul style="list-style-type: none"> <li>● Team Manager (ZAZI)</li> <li>● OTR Staff and volunteers</li> <li>● Key stakeholders in mental health, education, employment and social care</li> <li>● Local community</li> </ul>

## Role Description

<b>Project Delivery</b>	<ul style="list-style-type: none"> <li>● To coordinate and deliver a project working with young black people and people of colour, aged 11-25.</li> <li>● To promote ZAZI and any new initiatives for young black people and people of colour, and to support young people to engage with the services.</li> <li>● To coordinate with and provide schools, colleges and other youth organisations across Bristol and South Gloucestershire with direct delivery of workshops.</li> <li>● To raise awareness of mental health across the local community and encourage a collective response.</li> <li>● To connect with similar teams and organisations locally and nationally.</li> <li>● To collect and collate workshop evaluation and feedback.</li> <li>● To assist in delivery of education and health promotion awareness for young people, educators and youth workers.</li> </ul>
<b>Project Development</b>	<ul style="list-style-type: none"> <li>● To engage with the community and other services to promote positive mental health through events, workshops and other co-created initiatives.</li> <li>● To provide training in ZAZI and any new initiatives for young black people and people of colour, to casual staff and other members of the OTR team when needed.</li> <li>● To develop the service in alignment with OTR's strategic aims.</li> <li>● To support the development and delivery of social action projects led by young people participating in the project.</li> <li>● Undertake monitoring, evaluation, data inputting, ongoing administration and reporting of group membership, activities, and member recording.</li> <li>● To create strong community partnerships that empower communities to engage with the issues relating to mental health.</li> </ul>
<b>Project Promotion</b>	<ul style="list-style-type: none"> <li>● To promote ZAZI and other projects working with young black people and people of colour across all social media platforms.</li> <li>● To attend events and multi-agency meetings to raise awareness of OTR's work with young black people and people of colour.</li> <li>● To provide ZAZI sessions at OTR Hubs when appropriate.</li> <li>● To develop good working partnerships with other organisations, sharing best practice and developing resources together when opportunities arise.</li> <li>● To build strategy around developing young black people and people of colour who are interested in working for OTR but do not have the right qualifications or skill set.</li> <li>● To work toward changing negative perceptions of the mental health sector generally and OTR specifically.</li> </ul>

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**General**

- To engage in training and development appropriate to the role.
- To attend one-to-one supervision.
- To engage fully with the research and evaluation of the project.
- To keep up to date with other local services.
- To commit to the core values of OTR, including young people's empowerment and participation.
- To work within the spirit and framework of all OTR policies, governance, and delivery philosophy and to keep up to date with relevant training and professional development, especially in relation to Equality, Participation, Confidentiality, Vulnerable Adults and Child Protection and Safeguarding.
- To ensure all paper and electronic personal records are managed and stored safely at all times.
- To respect and maintain the confidentiality of all staff, volunteers and young people at OTR internally and with external agencies.

## Person Specification

	<b>Essential</b>	<b>Desirable</b>
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>• A good general standard of education and a demonstrable ability to apply knowledge of the needs of young people and young adults.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of the health, wellbeing and social issues facing black people and people of colour, particularly young women.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Demonstrable experience working with young people to promote their participation, choices, health and wellbeing.</li> <li>• Experience of facilitating group work and offering training and workshops to a wide audience.</li> <li>• Experience of delivering and presenting training to a range of different professionals.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience working in a multidisciplinary team in a variety of settings (e.g. schools, youth clubs, colleges etc).</li> <li>• Experience setting up and structuring new groups and youth work spaces.</li> <li>• Awareness of local and national policy and legislative issues affecting children and young people.</li> <li>• Experience facilitating group work with young black people and people of colour, particularly young women.</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• A solid knowledge of the ethos of OTR and the belief that mental health and wellbeing, and community projects work together to use influence and voice through social movements.</li> <li>• Knowledge of issues relating to the mental health and wellbeing, education and learning of young black people and people of colour.</li> <li>• Knowledge of local support services and structures across the public and voluntary sector.</li> <li>• Understanding of social justice, human rights, and commitment to anti-oppressive practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in building and nurturing key stakeholder relationships and the ability to engage and communicate with a diverse range of stakeholders.</li> <li>• A working knowledge of Bristol and South Gloucestershire's diverse communities and their needs.</li> <li>• Knowledge of the issues relating to young black women and women of colour.</li> </ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Excellent communication skills and ability to communicate with a diverse range of stakeholders.</li> <li>• The ability to build and maintain meaningful relationships with young people whilst maintaining professional boundaries.</li> <li>• Ability to recognise and respect confidentiality and its limits.</li> <li>• An ability to work confidently on own initiative; a self-starter.</li> </ul>	<ul style="list-style-type: none"> <li>• Interest in and use of technology to innovate in delivery of youth and community work.</li> <li>• The ability to assess and engage positively with risk.</li> <li>• A sound skill set in the efficient use of social media.</li> </ul>

	<ul style="list-style-type: none"> <li>• Excellent organisational skills and the ability to prioritise workload according to outcomes and targets.</li> <li>• Excellent IT skills.</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Resilient; able to model good self care.</li> <li>• Values-led, with a personal commitment to equality, diversity, social justice and change, particularly for young black people and people of colour.</li> <li>• A strong personal interest in and commitment to the mental health and wellbeing of children and young people.</li> </ul>	<ul style="list-style-type: none"> <li>• An active commitment to ongoing personal development and training beyond compulsory training for the role.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Willingness and ability to travel across Bristol and South Glos. for the purposes of the job.</li> <li>• Willingness to work flexibly across a seven day week, including some evenings.</li> </ul>	<ul style="list-style-type: none"> <li>• Driving license and access to reliable transport (e.g. own car).</li> </ul>

## About us

OTR is a mental health social movement by and for young people. The charity is at an exciting stage of its 59-year history and is proud to be reaching more young people than ever before (over 20,000) across Bristol, South Gloucestershire, and North Somerset with creative and diverse mental health and wellbeing info and support.

Our approach to mental health is grounded in a set of beliefs and assumptions that underpins all of our work. We believe in celebrating diversity, empowering and mobilising young people to make change, and that catering to the unique strengths, interests and circumstances surrounding young people is key. Our approach centres on collaboration and partnership, building relationships between individuals, peers and communities.

Each day is as engaging and fulfilling as the last, and with a network of supportive, community minded people, we hope you'll feel welcome here. As a thank you, we like to compensate our employees for the important work they do with a range of benefits including a flexible leave policy (38 days), healthcare cost assistance with HealthShield, flexible and hybrid working arrangements, enhanced sick pay, parental leave, continual training and development, free yoga and reiki, and more (subject to contractual terms and conditions).

At OTR, whatever your role or professional background, you will be expected to work in a way that is anti-oppressive and inclusive. A key focus for OTR is to develop an organisation that is inclusive for all but we do not claim to be experts in this. We are committed to continuous learning and improvement in these areas and invite you to join us on this journey.

OTR recognises the benefits to individual practice and organisational credibility of having a diverse community of staff and volunteers and to this end is continually working towards building and maintaining an environment which values and pursues diversity accordingly.

We recognise that tackling systemic inequality, prejudice, racism and oppressive practice requires each of us to actively engage, self-examine and make changes where necessary, in order to improve access and equitable experience for all in society and all of those who come through our doors at OTR.

What We Believe	What We Value	How We Behave
<ul style="list-style-type: none"> <li>● We believe that our offer should be inclusive of all cultures and identities</li> <li>● We believe that young people have unique strengths, interests and circumstances</li> <li>● We believe that the world around us impacts our wellbeing</li> <li>● We believe in placing young people at the heart of our work</li> <li>● We believe in innovating and evolving to improve our offer for young people</li> <li>● We believe that relationships are what make the difference</li> <li>● We believe in the power of partnerships</li> </ul>	<ul style="list-style-type: none"> <li>● Collaboration</li> <li>● Diversity</li> <li>● Learning</li> <li>● Sharing</li> <li>● Participation</li> <li>● Self-efficacy</li> <li>● Self-care</li> <li>● Transparency</li> <li>● Agency</li> <li>● Creativity</li> <li>● Social Action</li> <li>● Pragmatism</li> </ul>	<ul style="list-style-type: none"> <li>● We're accommodating</li> <li>● We're integrated</li> <li>● We're thoughtful</li> <li>● We're supportive</li> <li>● We're open</li> <li>● We're resourceful</li> <li>● We're resilient</li> <li>● We're communicative</li> <li>● We're independent</li> <li>● We're imaginative</li> <li>● We're motivated</li> <li>● We're adaptable</li> </ul>