

Youth Voice Engagement Worker – Job Overview

Part of the Youth Voice Network for the South West Coast Music Hub Alliance

The music hubs that form the South West Coast Music Hub Alliance are looking to recruit Youth Voice Engagement Workers to help make our music hubs more inclusive, by engaging, listening to, and responding to the voices of under-represented young people: helping them shape, and lead, the music-making opportunities available to them.

We have roles available in:

- Southampton
- Isle of Wight
- Dorset
- Bournemouth, Christchurch and Poole

Through developing and delivering Action Research projects, Youth Voice Engagement workers will recruit and work with young people who are excluded from music hub opportunities, supporting them to take part in, and lead, music-making opportunities which represent their individual and collective voices. The learning from this Action Research will help develop the wider hub offer, and be shared nationally.

You should be able to support young people on their musical, personal, and collective development. This will include your own experiences of learning and making music (either formally, or informally) but there are no restrictions on the styles, genres and approaches this may include. Training and support will be given to help build the skills needed to engage, listen to, and respond to the voices of young people from all backgrounds.

We welcome, and encourage, applications from individuals who have lived experience of being part of an under-represented group.

This role is a fixed term contract, running from April 2021–July 2022, for up to 50 half days (3–4 hours), paid at £60 per half day.

The role will include a mixture of remote working – including virtual meetings and sessions – as well as face-to-face workshops, events and office-based working. As you will be working with children and young people, the role is subject to an enhanced DBS check.

This work is kindly supported by Youth Music, using public funding from the National Lottery through Arts Council England.

Please send a CV, covering letter and, if applicable, a link to examples of your music to:

- For Southampton: music@southampton.gov.uk
- For IOW: music@southampton.gov.uk
- For Dorset: dorsetmusicservice@dorsetcouncil.gov.uk
- For Bournemouth, Christchurch and Poole: sarah.derwish@bccouncil.gov.uk

Applications should be received no later than 12noon on Friday 1 March 2021.

Interviews, via video conference, will take place during the week beginning Monday 15 March 2021.

To discuss the roles further, you can contact Matt Brombley on matt.brombley@southamptonmusichub.org



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Southampton; Isle of Wight;
Dorset; Portsmouth;
Bournemouth, Christchurch and Poole

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Job Description and Person Specification

Post Title:

Youth Voice Engagement Worker

Working Hours and Salary:

- 16 month, fixed term contract
- 0.1FTE – up to 50 half days (3–4 hours)
- Working days and hours to be decided by agreement
- £60 per half day

Accountable to:

Project Manager (South West Coastal Music Hub Alliance)
Hub Management

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- Person specification:
 - Knowledge and experience
 - Key competencies, skills and personal qualities

Notes:

This post is:

- Subject to the terms and conditions of service as prescribed by the post contract
- To be undertaken in accordance with the employers key values, agreed performance standards and the need for political sensitivity and awareness

Scope of role:

The post of Youth Voice Engagement Worker is responsible for:

- Working individually, as well as alongside colleagues.
- Promoting youth led music provision in schools and other settings.
- Delivering youth led music provision in schools, other settings, and online.

Date of Document:

Thursday 21 January 2021



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Youth Voice Engagement Worker: Job Description

1. Purpose of job:
 - 1.1. To develop, deliver and evaluate youth-led music-making projects which engage, listen to, and respond to the voices of under-represented children and young people.
 - 1.2. To improve the engagement worker's youth voice engagement skills, knowledge and understanding, through the provided training, mentoring and support.
 - 1.3. To understand, and overcome, the barriers and challenges children and young people face in accessing music making, particularly those from underrepresented backgrounds.
 - 1.4. To develop, plan for, and support delivery of inclusive approaches to making and learning music for all young people, particularly those underrepresented in existing music hub provision and to support all participants to improve their musical skills, develop new personal skills, and inspire them to continue making music in the future.
 - 1.5. Delivery
 - Work with children and young people in a variety of settings, ensuring sessions are of a high quality, enjoyable, and that participant progress is effective.
 - Assess participants' progress, giving individual feedback to participants and reporting to stakeholders in relation to musical, personal, and social, progress.
 - Support and contribute to the wider work of the organisation.
 - Be an effective learner, participating in training, professional development, and sharing expertise with others.
 - Maintain accurate records and data as required
 - Discharge statutory functions of the organisation.
 - Conduct any other duties which reasonably fall within the purview of the post that may be allocated after consultation with the post-holder.
 - 1.6. Team Work
 - To take responsibility for sharing good practice with others
 - To actively contribute to the development of the organisation through a personal and professional commitment to teamwork.
 - To work collaboratively and effectively with all team members and stakeholders, ensuring effective communication
 - To discharge team responsibilities normally carried out by others if required.
 - 1.7. Hub Governance
 - To share youth voice led approaches with the hub board
 - To facilitate and support young people to share their views with the hub board
 - To assist hub management and the board in their development, interpretation, implementation, review and evaluation of hub policies.
 - 1.8. Personal and Professional Management
 - Take full responsibility for managing time and work whilst remaining up to date professionally and developing personally.
 - Develop effective personal time management skills, including managing stress.
 - Actively engage in personal and professional development within a framework of needs as agreed with managers.
 - Actively participate in appraisal and performance review.
 - Promote and ensure good behaviour among children and young people participating, safeguarding their health and safety, and ensuring their wellbeing
 - To attend meetings commensurate with the role.



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- 1.9. Youth Voice Development
 - To develop, design and deliver youth voice led action research projects
 - To coordinate and manage the work of hub partners, other musicians, and other organisations, as appropriate to project delivery
- 1.10. Community Engagement
 - To engage with other local, regional, and national music makers and organisations to facilitate their contribution to the hubs' youth voice strategy
 - To engage with under-represented communities in the city to facilitate their participation in hub activities
- 1.11. Key Accountabilities:
 - To be responsible for delivering high quality, youth led music-making activities.
 - To be responsible for reporting on assessment of progress and achievement.
 - To work, and communicate, effectively with administration, management and other stakeholders.

Person Specification

Knowledge and Experience:

- Experience of project management
- Experience of learning and making music (either formally, or informally)
- A passion for helping others to develop, musically, personally, and socially.
- A passion for championing the voices of children and young people who are underrepresented, disadvantaged or facing challenging life circumstances.
- An ability to quickly learn new skills, develop new knowledge and understanding, and apply this to new tasks and experiences.
- A proven ability to manage and resolve difficult situations.
- Knowledge of online learning resources, and an ability to create high quality digital content, including video, audio and other multimedia sources

Key Competences, Skills and Personal Qualities:

- The capacity to deliver high quality projects, in a variety of settings, ensuring participants take part in music activities which are engaging, enjoyable and that progress is effective.
- The ability to value others for their unique perspectives, characteristics and identities.
- Excellent communication and networking skills.
- Evidence of good organisational and time management skills.
- Effective planning skills.
- The ability to engage in peer review to address own and others' professional development.
- Ability to keep data up to date.
- The ability to identify own professional development needs.
- Ability to work using Google Apps and other media content creation tools

This job description sets out the duties of the post at the time it was drawn up. Such duties may vary from time to time without changing the general character of the duties of the level of responsibility entailed. Such variations are a common occurrence and cannot themselves justify a reconsideration of the grading of the post.



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Notes:

- The post holder is required to provide their own means of transport to visit settings within the region. Whilst living within the hub region is not essential, knowledge of the local area will be of benefit
- When remote working from home is arranged, the post holder may be required to provide their own equipment for doing so, including a good quality internet connection.



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