

Senior Youth Worker



- Location:** Hybrid – mix of online and in person (Marlow)
- Hours:** 8 hours per week (flexible across the week, must include some evening/weekend delivery)
- Pay:** **£22–£25 per hour (PAYE)** - depending on qualification level and experience.
- Contract type** Part-time, fixed-term 12 months (with potential to extend)
- Application closing date:** Sunday 23 November (5pm)
- Interviews:** Friday 5 December (In person Marlow, Bucks)

About us and the role

Brighter Futures Together (BFT) is a small, not-for-profit organisation that creates inclusive spaces and opportunities for young people across Buckinghamshire and East Berkshire. Our work spans creative, youth-led projects such as Saturday Space (for neurodivergent young people), Q Hub (for LGBTQ+ young people), and Young Mental Health Champions, alongside consultancy and training to make systems more inclusive.

At Marlow Youth & Community Centre (YCC), we've built a foundation of regular youth activities, including the Thursday evening youth group and our Saturday Space clubs. These groups provide small-group, welcoming spaces where young people can connect, express themselves, and build confidence.

We're now looking for a Senior Youth Worker to take on senior operational leadership of our Marlow programme, combining delivery, supervision, and partnership development with a focus on inclusion and quality. The postholder will support the local team, strengthen partnerships, and help shape how our youth work continues to grow in Marlow and the surrounding community.

This is a senior but reliable part-time role that offers flexibility and could fit well alongside other employment or freelance work. You'll provide a leadership presence during delivery times, mainly Thursday evenings and occasional Saturdays, supporting staff, volunteers, and the continued development of the programme.

What You'll Be Doing

Operational Leadership

- Provide senior operational leadership for BFT's youth work in Marlow, including the Thursday evening youth group and Saturday Space programme.
- Oversee planning, staffing, communication, and logistics for these sessions, ensuring delivery runs smoothly and safely.
- Lead on embedding inclusive, outcomes-focused practice across all delivery.
- Maintain consistent coordination between sessional staff, volunteers, and the CEO.
- Collect, record, and report data to evidence impact, including attendance, outcomes, feedback, and case studies, ensuring information is accurate and timely.
- Support evaluation and contribute to reports for funders, partners, and the BFT Board.

Staff & Volunteer Development

- Provide leadership, supervision, and mentoring for sessional staff and volunteers working in Marlow.
- Hold regular check-ins and reflective practice sessions to build skills, confidence, and wellbeing.
- Support recruitment, induction, and development of new staff and volunteers.
- Foster a motivated, inclusive, and values-led team culture that reflects BFT's ethos.

Delivery & Presence

- Be a supportive leadership presence during delivery, including:
 - Thursday evening youth group (weekly).
 - Occasional Saturday Space activities (roughly monthly or as needed).
- Model high-quality, inclusive, and creative youth work.
- Support young people's wellbeing and progression through relational, strengths-based approaches.
- Use remaining hours flexibly for planning, admin, supervision, and communication.

Networking & Partnerships

- Build and maintain strong relationships with Marlow YCC staff, local schools, and community organisations.
- Represent BFT at local community meetings, events, and networks.
- Help strengthen Marlow YCC as a connected, inclusive hub for young people and families.
- Identify opportunities for collaboration, joint projects, and funding that add value to the local offer.

Safeguarding & Quality

- Act as Designated Safeguarding Lead (DSL) for Marlow delivery, ensuring safeguarding, child protection, and health & safety policies are followed.
- Support staff and volunteers in managing safeguarding concerns and escalate appropriately to the CEO (organisational DSL).
- Keep risk assessments, policies, and quality assurance processes up to date and fit for purpose.

Pay, Hours and Expenses

- **£22–£25 per hour (PAYE)** - depending on qualification level and experience.
Equivalent to approximately £41,000–£48,000 per year (Full-Time Equivalent, based on 37 hours per week)
- 8 hours per week, spread flexibly across the week, including regular evening delivery and some weekend presence.
- Paid annual leave and pension contributions provided in line with PAYE employment.
- Reasonable travel and out-of-pocket expenses reimbursed in line with BFT's policy.
- Enhanced DBS check and safeguarding training required (BFT can support refreshers).

Skills & Experience We're Looking For

We're looking for someone with a deep commitment to youth work values and current practice, and who brings proven leadership experience within youth or community settings. You'll be confident providing operational oversight, supervision, and quality assurance, while also staying connected to delivery and the realities of practice.

You'll bring:

- Recognised JNC Professional Qualification (Level 6) in Youth & Community Work – *Level 6 preferred, though Level 3 will be considered where there is substantial leadership experience demonstrating the ability to lead operational delivery, supervision, and safeguarding at this level.*
- Demonstrated experience of operational leadership, including supervision, reflective practice, and team development.
- The ability to think strategically and proactively, shaping programmes in response to local need and organisational priorities.
- Confidence in community networking and partnership-building, particularly with schools, local organisations, and other stakeholders.
- A reflective, data-informed approach, using evidence and feedback to monitor quality and demonstrate impact.
- Sound safeguarding knowledge, with confidence to act as Designated Safeguarding Lead.
- Excellent organisational and communication skills.
- A proactive, inclusive, and values-led approach aligned with BFT's ethos of creativity, empowerment, and co-production.

Bonus if you have:

- Knowledge of Marlow and the surrounding community landscape (or willingness to learn quickly).
- Experience developing volunteering or youth-leadership pathways.
- A management, safeguarding-lead, or leadership qualification, and experience contributing to funding or project development.

Support provided

You'll be part of a small, friendly team that values trust, flexibility, and reflective practice.

- Regular supervision and support from the CEO.
- Access to team meetings and professional-development opportunities.
- Safeguarding and leadership training as needed.
- Opportunities to contribute ideas and influence how our youth offer develops locally.

How to apply

To apply, please complete our Job Application Form, which can be downloaded from our website or requested by emailing hello@brighterfuturestogether.org.uk.

When completing your application, please refer carefully to the skills and experience outlined in this job description, providing examples of how you meet the essential criteria.

Applications should be submitted by Sunday 23 November 5pm. Shortlisted candidates will be invited to interview on Friday 5 December at Marlow Youth & Community Centre.

If you'd like an informal conversation before applying, please email us to arrange a chat, we're always happy to talk through the role.

Our Commitment to Inclusive Recruitment

We are committed to inclusive and accessible recruitment.

If you need adjustments to the application process or would like to apply in a different format, please let us know -we'll be happy to work with you to find the best approach.

Additional information

- This post requires an Enhanced DBS check and up-to-date safeguarding training (BFT can support refreshers if needed).
- You'll need to have the right to work in the UK. This could include a UK or Irish passport, a valid visa, or settled/pre-settled status. We'll ask to see evidence of this before you start.
- For any queries about the role or application process, please email hello@brighterfuturestogether.org.uk.