

YCOW Senior Youth Leader

Job Application Pack
2025



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Join Us at Young Bristol — Where Every Young Person Matters

Thank you for considering a career with Young Bristol. We are at a thrilling inflection point as we launch our ambitious 2025-2028 strategy — ‘Every Young Person’ — a bold commitment to unlocking the potential of youth across our communities.

As a multi-award-winning charity, we don’t just talk about mission and values — we live them. Our clear, focused strategy drives everything we do, ensuring real impact and meaningful change.

But none of this would be possible without our extraordinary team. It’s the passion, dedication, and expertise of our people that transforms challenges into opportunities and turns resources into life-changing experiences for young people. If you are ready for a career that is as rewarding as it is demanding — where your work truly shapes futures and empowers young people to be their best selves — then we want to hear from you.

Step up, join us, and be part of something bigger. Together, we can make a difference.



Lee Williams - Chief Executive

Key Information

Locations: The Youth Club on Wheels is based at our BS14 Youth Centre, Stockwood Lane, Stockwood, BS14 8SJ

Pay: £13.50/hour

Shifts: Choose 2 or 4 weekday evenings; Tuesday and Thursday or Monday and Wednesday (2:30 PM – 8:30 PM)

There may be requirement as the charity needs to work at other locations with prior notice

Expenses: Work related expenses will be reimbursed, subject to receipts being produced, along with work related mileage in line with YB agreed payment rates.

Apply by: Rolling applications – we're hiring as soon as we find the right person!



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Key Benefits

- **36 days off every year (pro rata)** — that's your holiday, Bank Holidays, and Young Bristol's closure days all bundled in.
- **Celebrate YOU** — get an extra day off on your birthday, because you deserve it.
- **Paid Bank Holidays** — depending on your schedule, you'll still get paid on those official days off.
- **Support that's got your back** — access to confidential counselling, HR support, wellbeing resources, and even legal advice through our Employee Assistance Programme.
- **Family-friendly benefits** — maternity, paternity, and parental leave that supports you through life's big moments.
- **Save for your future** — company pension scheme with matched contributions up to 3%, helping you build your nest egg.
- **Loyalty pays off** — after 5 years, you earn long service leave as a thank you for sticking with us.
- **Expenses? Covered!** — reasonable work-related costs reimbursed so you're not out of pocket.
- **Sweet deals on the side** — get access to charity worker discounts worth up to £2,600 a year at charityworkerdiscounts.com — perfect for saving on everyday essentials and treats!



Additional Information

In our staff survey 2024:-

- 95% believe all cultures and backgrounds are valued
- 80% would recommend Young Bristol as a great place to work
- 95% trust Young Bristol to treat employees fairly
- 85% say leaders communicate effectively about the organisation.



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The Role – Make an Impact

Think youth work, but mobile – and seriously impactful.

The Youth Club on Wheels (YCOW) is a one-of-a-kind project that brings opportunities directly to where young people hang out. Featured on **The One Show**, this isn't your average youth centre job – we meet young people on their turf, break down barriers, and build real trust. We work with some of the hardest-to-reach young people and make a genuine difference by bringing positive role models, exciting activities, and life-changing support to areas that don't usually have anything for them.

No need to worry – you don't have to drive the van unless you want to! We can talk about that at interview.

Why Join YCOW?

Simple. We make an impact. This role is perfect if you want to:

- Work in a role that actually matters
- Be creative, active, and hands-on
- Build powerful relationships with young people
- Help shape programmes based on what they care about

You'll be part of a mobile team delivering engaging, educational and energising sessions – from games and music to mental health chats and future-planning workshops. You'll help young people become confident, resilient, and ready for whatever comes next.

As a Senior Youth Leader, you'll also be a role model – someone young people trust and look up to. If you believe in supporting others, staying authentic, and leading with empathy – you'll thrive here.



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Person Specification

We're after real people with big energy and genuine care for the next generation.

If this sounds like you, you'll fit right in:

- You connect easily with young people and truly care about their wellbeing and futures.
- You're physically able to help set up sessions, move kit, and load gear into our mobile unit (don't worry, you'll get support and training).
- You show up with a good vibe – adaptable, positive, and always ready to roll with whatever the day brings.
- You're a great communicator, a good listener, and someone who brings empathy, not ego.
- You're a team player who knows when to lead and when to support.
- You can set healthy boundaries and build strong, respectful relationships with young people.
- You get creative in how you engage young people – and you make sure their voices are heard and valued.
- You're committed to inclusion, equality, and creating a space where everyone feels safe and seen.
- You're cool with working a few evenings a week – and occasionally a weekend if needed.
- You're happy to complete an enhanced DBS check (we'll sort it) and follow top safeguarding practices.



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Experience

Essential

- You've got at least 2 years' experience working directly with young people — whether that's in youth work, education, support work, mentoring, or a similar setting.
- You've got a Youth Work qualification or you're up for getting one (we'll fully fund your Level 3 and support you through it).
- You're passionate about helping young people grow – socially, emotionally, personally.
- You're keen to learn, grow, and bring good energy – we can train the rest.
- You've done face-to-face youth work before – paid or voluntary, it all counts.
- You're organised and reliable – able to stay on top of kit, logistics, and comms with suppliers.



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Experience

Desirable

- You've held a full driving licence for 2+ years (bonus if you've driven vans or minibuses – but not essential).
- You've got a national Youth Work qualification or something similar.
- You've done detached or mobile youth work before – and loved the buzz of it.
- You've got a good grip on safeguarding or are eager to learn more.
- You're curious about what's going on in young people's lives and the issues they face.
- You stay up to date with youth trends, challenges, and opportunities in the sector.



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Key Responsibilities

- **Record what matters** – after each session, log key info and outcomes so we can show the real difference we're making in young people's lives. It's not just paperwork – it helps us grow, improve, and secure future support.
- **Keep our kit ready to roll** – make sure the Youth Club on Wheels (YCOW) is stocked, prepped, and session-ready.
- **(Maybe) drive the mobile youth club to different communities** – only if you're up for it!
- **Lead awesome youth sessions** – bring energy and fun while delivering workshops, activities, and advice that actually matter.
- **Co-create with young people** – plan programmes with them, not just for them. Their voice shapes what we do.
- **Be a positive presence** – build strong, supportive relationships that help young people feel seen, heard, and safe.
- **Explore real-life topics** – from mental health and wellbeing to life skills, employment, relationships, and everything in between.
- **Be flexible** – support the YCOW team with whatever's needed to keep the wheels turning and the sessions flowing.
- **Help us grow** – from supporting fundraisers and events, to working toward quality standards and sharing your ideas.
- **Uphold the essentials** – safeguarding, health and safety, equality, and confidentiality are non-negotiables.
- **Have real conversations that matter** – offer advice and support around things like sexual health, drugs & alcohol, mental wellbeing, and more, using trusted tools like C-card and best practice guidance.



Key Responsibilities cont

- **Stay sharp** – take part in training and team meetings to keep growing and stay connected.
- **Be an ally** – actively challenge discrimination wherever it shows up and help create inclusive, welcoming spaces for all.
- **Get involved beyond the van** – help plan and run fundraising events that keep the wheels turning and the good work going.
- **Help us raise the bar** – support our journey to achieving Quality Assurance standards that prove how solid our youth work is.
- **Pitch in when needed** – be flexible and ready to take on extra bits that come up, with full support from your team lead.
- **Always follow the essentials** – like safeguarding, health & safety, and all YCOW policies. Keeping everyone safe is the top priority.





Ready to Make an Impact? Apply Now!

If this sounds like your kind of role, don't overthink it — we want to hear from you!

Send us your CV and a cover letter referencing the job role and responsibilities telling us why you'd be a great fit to:

 hr@youngbristol.com

Prefer to go old-school? No problem — post your application (marked Private & Confidential) to:
Young Bristol, BS14 Youth Club, Stockwood Lane, Stockwood, BS14 8SJ

Got a question? Big or small — just reach out:

 0117 929 2513

 hr@youngbristol.com

 Heads up: This is a rolling advert — as soon as we find the right person, it's a done deal. So if you're interested, get in quick!



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Policies and Procedures

In line with Young Bristol's GDPR policy ensure that information of a sensitive and/or a personal nature is not disclosed to, or discussed with, inappropriate persons and that all information is maintained in accordance with legislative requirements.

Ensure all duties are carried out in a way that promotes Equality, Diversity, and Inclusion and in line with Young Bristol's Equality and Diversity policy. Promote a culture of Health and Safety and observe all relevant rules, policies and procedures and complete relevant training as required.

Young Bristol are committed to ensure a culture of safeguarding excellence for its staff and service users and all colleagues must be trained and vetted to an appropriate level for their role.



About Us

Founded in 1928, Young Bristol (YB) is a youth charity that enables young people 8 – 24 years of age to achieve great futures as productive, caring, responsible members of society.

YB is a youth-driven charity that works to offer a choice of opportunities and experiences for all young people. By working in partnership with a wide-range of community-based centres, and directly with young people through our programme of activities, we respond creatively to their needs and realise their capabilities.

Today we are recognised as one of Bristol's leading providers of community-based youth services, through our community youth clubs based in some of Bristol's most challenging communities, and a valued provider of outdoor activities, creative arts, mobile provision, outdoor employment and informal educational programmes for young people during their critical non-school hours. We provide positive activities and safe places where young people can build confidence, skills, self-esteem whilst having fun and improving their pathway to employment. We are committed to and recognised for significantly contributing to the healthy development of young people – especially those who need us most.

In recognition of the value we place on volunteers and their contribution to our work, YB were awarded the Queens Award for Voluntary Service (QAVS) in 2020. This is the highest Award a charitable organisation can receive.



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Our Values

Our Mission:

“To be an outstanding provider of high-quality community-based youth services and innovative programmes that positively and sustainably impact the lives of young people.”

Our Vision:

“We believe that every young person has the right to discover what they’re capable of!”

Through our work we help young people to be:-



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Our Strategic Priorities

