



## Job Description

Role:	<b>Youth Workers</b>
Hours:	14 to 35 hours per week
Location:	Inverness and Abriachan or Moniack Mhor
Salary:	£26,000 to £29,000 per annum (pro rata for part-time). Depending on skills and experience

### **CashBack Hub X Project Background:**

Calman Trust, Abriachan Forest Trust and Moniack Mhor work in partnership to deliver CashBack Hub X, creating fun, youth-led spaces where young people relax, connect and try out new creative activities. The project focuses on engaging with young people, age 15-25, in low-income areas of Inverness, and particularly those who face challenges through isolation or are at risk of negative and anti-social behaviours.

A youth worker will be employed by each organisation to deliver the project, overseen by a Calman Trust Project Team Leader. Weekly sessions invite young people to Hub X where they get an opportunity to meet others, enjoy a meal and explore new interests. Activities include a range of indoor and outdoor creative activities including film production, pottery, woodwork, cooking, outdoor adventure, creative writing activities (including writing songs, comic books) and other creative arts. The youth workers build relationships with the young people and encourage them to try new activities or interests and make positive choices, diverting them from isolation and/or boredom.

The young people are given the opportunity to explore more in depth any activity they have a particular interest in and attend further sessions at any of the individual partner's facilities in Inverness, Abriachan or Moniack Mhor. Each young person is supported by a youth worker to develop a personal plan, identify support needs and pursue a positive course of action. The project team work collaboratively to meet individuals needs as well as creating a safe, supportive and empowering community.

The Youth Worker will be employed by either Calman Trust, Abriachan Forest Trust or Moniack Mhor.

As a Youth Worker you will:

- Plan, prepare and deliver engaging, creative and safe youth work sessions for young people

- Encourage young people to participate in positive activities and opportunities and motivate them to gain new knowledge and skills
- Build positive, trusting relationships with young people and provide one to one support and advice to help them discover their potential
- Promote good values and positive attitude in young people and encourage reflection on behaviours and decision-making
- Identify and arrange on-going activity for young people that will support their transition into adulthood and their journey to independent living and employment
- Support and organise access and transport needs of young people engaging in the project
- In partnership with the young person conduct regular evaluation and reviews on the young person's progress
- Work collaboratively with colleagues and partner agencies to achieve the best outcomes
- Maintain accurate case records by documenting young peoples' activities, progress and outcomes
- Adhere to Health & Safety, Safeguarding, Equality, Diversity and Inclusion and other policies throughout project delivery
- Attend project team meetings and team meetings of employing partner. Participate in wider team and business development activities of employing partner.
- Contribute to the development of relevant external communications
- Be proactive in own continuing personal development
- Undertake any other duties which may be reasonably required

We want to hear from you if you have:

- Experience of working with young people and a passion for supporting young people to achieve their potential
- An understanding of what motivates and engages young people as well as knowledge of the issues and challenges affecting them
- Creativity in preparing activities for young people and are willing to try out new ideas (This may include experience of working within the arts or a passion for the creative industries)
- The ability to think on your feet, act quickly and respond to situations using common sense and initiative
- Good communication skills and can develop relationships with a wide range of people
- Good organisational skills and the ability to plan ahead
- A positive attitude as well as patience in dealing with young people
- A team-oriented approach to working with others to realise greater impact
- Resilience to unexpected changes and readiness to work flexibly to achieve goals
- Availability to work evenings and a willingness to work outdoors
- Understanding of safeguarding, child protection and confidentiality
- IT skills including Microsoft office packages.
- A full driving licence and access to a car (expenses paid)
- Appointment will be conditional on a PVG check

You can find out more about each partner organisation and the work that we deliver to young people by following the links below:

Calman Trust: [Homepage - Calman Trust](#)

Abriachan Forest Trust: [abriachan forest trust – Abriachan is a scattered rural community](#)

Moniack Mhor [Moniack Mhor - Scotland's Creative Writing Centre](#)

To apply, please provide the following:

1. A covering letter explaining why you are interested in this position, highlighting your relevant experience, and indicating how you meet the requirements of the role. This letter should be no more than two sides of A4. Please let us know if you wish to work full-time or part-time
2. A CV

Please return to [alison.jolliffe@calman.org](mailto:alison.jolliffe@calman.org) by **5pm on Wednesday 20 May 2026**