

JOB DESCRIPTION

Job Title	Intervention Worker – Grade 12
Evaluation ref:	AG0583
Role purpose	
The Intervention Worker provides intensive, sustained support to children and young people with multiple and complex needs. Using holistic assessment, the role delivers a range of evidence-based interventions and activities designed to reduce risk, promote positive outcomes, and prevent offending or further offending behaviour. The post-holder works collaboratively with families, carers and multi-agency professionals to ensure supervision, engagement, and access to education, training, employment and wider development opportunities. They maintain high-quality records and produce clear assessments and reports that inform decision-making across Youth Justice and associated services.	
Responsibilities	
Make a number of assessments to reflect individual circumstances (including, where appropriate, mental health, speech and language and assessment of risk of harm and vulnerability); ensure that the supervision of young people is as effective as possible. Keep accurate and timely records and to provide information, written assessments, reports and statements to support other service professionals. In specific circumstances, to present reports to the Courts and Referral panels to enable Magistrates and Judges to make judicial decisions. Provide high quality information, advice and guidance on all aspects of education, training, employment and citizenship issues. Help individual young people to identify and access the full range of opportunities open to them including broader development opportunities. Build upon existing knowledge and practice with research and training to develop individual skills and work with professional practitioners to appraise new approaches and embed improvements in service delivery. In Specialist YOT/TYS functions, may be required to develop expertise in relation to particular aspects of the work, e.g., sexually harmful behaviour work, Restorative Justice, DVA, CSE, Victims, family and parenting and volunteers. Deliver services in accordance with National Standards, applicable statutory requirements and best practice. Evaluate delivery. Identify and support young people to engage with a variety of diversionary, development activities and residential opportunities. Including delivery of intensive one-to-one and Group work.	
Impact	
No line management responsibility. Planning and delivery of intervention programmes to children and young people who are relevant to the youth justice system	

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Work with parents/carers Close working with other professional that can include CSC, Police, education and health.			
Knowledge / Experience / Skills			
	Essential	Desirable	
Knowledge			
Have a clear understanding as to the circumstances which lead to children and young people becoming involved in offending behaviour.	X		
Experience			
Able to communicate effectively with children / young people and adults in their family network and to develop and maintain appropriate working relationships with them and their families / carers.	X		
Able to formulate clear, concise and accurate assessment of risk and need for children and young people referred to work with the YOT.	X		
In conjunction with other professionals to be able to develop creative packages of support and intervention aimed at reducing the risk of offending behaviour / further offending behaviour and the risk of harm and serious harm to self and to others.	X		
Able to deliver against effective performance management and quality assurance frameworks.	X		
Proven ability to undertake holistic assessment of family and adolescent needs identifying how outcomes can be achieved, ensuring that assessments and intervention plans fully reflect family and young person views and aspirations, and which are regularly reviewed and updated as necessary	X		
Experience and skills in working with young people on both a one-to-one basis and in a group work setting		X	
Experience working in a relevant field – to include (but not limited to) youth work, probation, education, health or criminal justice		X	
Working knowledge of primary legislation relation to Youth Criminal Justice		X	

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Qualifications / Registrations / Certifications			
Education to include a minimum 5 A – C grades at GCSE, level 4 – 7 or equivalent which should include English and Maths.	X		
A relevant vocational qualification (or significant acquired knowledge equal to) at a minimum of Level 3 NVQ, together with evidence of continuing professional development in a relevant professional field. Willingness to engage in ongoing training, development and supervision.	X		
Holding or working towards a Level 4 NVQ		X	
Willingness to engage in ongoing training, development and supervision		X	
Skills			
Ability to establish strong working relationships with children and young people, families and professionals based upon respect and positive regard.	X		
Effective communication skills, good problem solving and assessment skills, reliability, good timekeeping, flexibility in role and assertion and tenacity of approach together with accurate and timely record keeping.	X		
Ability to remain professional in the face of challenge by children, young people, their families and/or professionals/institutions	X		
Able to work to deadlines, prioritise work efficiently and effectively, motivate others to work effectively and work as a 'team player'	X		
Demonstrates a commitment to safeguarding and promoting welfare of children.	X		
Committed to diversity in service delivery and employment.	X		
Promotes the need for change, act as a role model for change and demonstrate a duty of care.	X		
Ability to develop and fully utilise community links and networks		X	
Strong IT and keyboard skills which can be utilised in direct work.		X	

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Working Conditions

- Can include flexible working outside of normal working day.
- Able to travel countywide, including travel outside standard work hours and to areas that are not currently serviced by public transport.

Working Arrangements

Somerset Council's dynamic Working Strategy will be applied to this position.

Corporate Responsibilities

Understand, uphold, and promote the aims of the council's equality, diversity, and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do. Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.

Date: April 2025