



oxfordshire
youth

Recruitment Pack

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Welcome



Thank you for your interest in working with us.

This is an exciting time to join Oxfordshire Youth as we continue to grow and strengthen our transformational impact and our ongoing learning.

I am in my 9th year with Oxfordshire Youth and I have never been so proud of the work that we achieve as an organisation; the work we achieve as a leader in the change we want to see in the world; and the work we produce to ensure we are true advocates of authentic youth voices.

Come and join our mission to create everlasting positive change for young people in Oxfordshire.

Jodie

CEO



Our work

SECTOR SUPPORT: We support organisations across Oxfordshire's youth sector providing the relevant skills and training to those working with young people and ensuring they are connected to the wider range of opportunities available.

YOUTH ENGAGEMENT & SKILLS: We provide learning and skills development opportunities to support young people in a range of settings including school, youth spaces, and in YPSA. This is also where the Youth Voice work happens.

YPSA: Launched in October 2020, this is a service that supports young people aged 18-24 into independent living. Over 18 months young people have access to services and opportunities to help them transform their lives through engaging with life-changing opportunities in education, employment and training.

Our impact

We work for and with a youth sector of over 150 youth organisations who collectively reach over 26000 young people. We hold integrity in this role working with decision makers to create change and invest in youth work in the county. Plus, as a direct deliver partner we work to break down the barriers that young people face through our work in youth mental health and youth homelessness.

We see ourselves as true advocates of the power of youth voice and co-production. This is demonstrated through our Youth Voice Network, youth led Podcast Are You Listening? co-produced events, and our various youth boards and forums that are bursting with creative young people with lived experienced, authentically sharing their views and creating change, one step at a time.

We play a key role in leading change through: cross sector collaboration; changing systems to work in favour of young people, and through creating platforms for authentic youth voice to directly influence policy and shape services. Together with our partners we have brought over 450 professionals together to re-imagine the mental health landscape, we partnered with youth sector colleagues to create Compass Youth Partnership, changing the direction of the young people's paths towards criminality and, we are in year two of a bold transformation of supported housing in Oxfordshire, taking a localised youth work approach to supported housing.



Our impact

7,000

contact sessions with young people using the YPSA Service

100% of the Children & Young People's Forum members agreed that it had a positive impact on the sector

101 sessions on youth development delivered to young people & adults

92% of young people attending our Building Resilience programme agreed that it addressed issues that were most relevant to them

290+ adults attended training on children and young people's mental health awareness

130+ 18-25 year-olds supported by the YPSA

Our mission

Our mission is to meet the needs and aspirations of young people and to build a resilient youth sector across Oxfordshire.



Our vision

Our vision is for all young people to be empowered, feel respected and know that they are valued.

Our values



TRUSTWORTHY, INCLUSIVE, INNOVATIVE, AMBITIOUS, REFLECTIVE. SELF-NURTURING

We take these values seriously - not just internally with our staff and young people - but externally with all our stakeholders, partners and members.

They are the values we believe are most important and represent the organisation at its fullest.



Our approach to recruitment

Oxfordshire Youth remains proactive in taking steps to ensure inclusion and engagement for all who work for and with us. We will strive towards a diverse and inclusive environment with a culture that recognises and develops the potential of all.

We recruit individuals with the right mix of skill, potential and talent while welcoming applications from a wide range of people. Candidates will be considered based on their skills, qualifications and experience. We do not discriminate unfairly against applicants because of convictions, cautions, reprimands or outstanding criminal proceedings.

We encourage applicants to provide details of their criminal record which are not protected in law at an early stage in the application process. Details of which convictions are protected are available from the DBS website. Where you have disclosed to us that you have committed a criminal offence, or where a DBS check or basic disclosure has revealed this, we will conduct an objective assessment of the impact that this should have on your employment. The outcome of this assessment will be discussed with you.



Our approach **to diversity**

We welcome applications from individuals from all experiences and backgrounds. Whether you are from an ethnically diverse background, an ex-offender, have lived experience of the areas in which we operate; regardless of your gender, ability and neurodiversity, we want people who want to drive change.

We offer support to individuals to ensure they are able to be their best and whole self at work. We recognise this will mean something different to everybody, and we are proud to offer a range of flexibility and support to our staff.

We know there is always more work to do in this area and welcome input from our team to develop as an organisation; this includes staff networks, focus groups, and regular opportunities to share feedback.



Our benefits

We offer staff a range of benefits including a generous annual leave allowance that increases in line with service.

We also provide enhanced company sick pay, maternity leave, paternity leave, adoption leave and compassionate leave. As well as paid time off for personal emergencies, or for when those who are dependent on you have an emergency.

All staff are offered a pension scheme and life insurance policy. In addition, we offer an 'Employment Assistance Program' to support staff mental health and well-being by providing practical support for issues at work and home.

Finally, there is access to shopping discounts, gym discounts, a cycle to work scheme and a health cash plan.

We offer a wide range of training to all staff to ensure you have the skills and expertise you need to excel in your role and to ensure excellence in our service. For example, training at L3, L5 and above in Youth Work, Management and other areas of expertise to suit your role.



Our process



To apply for a role, please submit an up to date copy of your CV accompanied by a completed Application Form. Application forms can be found alongside the advert for the role you are looking to apply for.

After the closing date, we will shortlist applications, based on the selection criteria within the job description.



We like to meet people in person - it helps you to understand us and what it would feel like to work here. We may ask you to complete a short task either before your interview or at the start.

Our interviews are focused on values, and understanding the skills, experience, and passion you will bring to the role.

For some roles there may be a second interview to discuss the role further, and give you an opportunity to meet other members of the team.



Successful candidates will receive a job offer - we usually try to phone you to give you the good news!

If you are not successful, we will always let you know.

Our Team

Trustees

CEO

Head of
Operations &
Finance

Director of
Innovation &
Growth

Head of YPSA

Head of Youth
Development

Admin

Marketing &
Communications

YPSA Service
Manager

Events

Youth Skills

HR

Fundraising

YPSA Cherwell
& West

YPSA South &
Vale

Youth
Engagement

Youth
Partnerships

Finance

Research &
Impact

YPSA City

Contact us



Our HR and Recruitment team are always happy to answer any questions or provide further information.

Please email recruitment@oxfordshireyouth.org

www.oxfordshireyouth.org

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