

JOB DESCRIPTION

Job Title: Youth Wellbeing Practitioner

Hours Per Week: 15 hours per week with the possibility of increase (minimum 2x late shifts per week working until 07:30pm)

Pay: Invictus Band 3c–4c (£25,150–£27,550) depending on skills and experience

Contract: Fixed term (Until March 2027) then continued dependent on funding.

Holidays: 28 days per annum, 1 extra day for your birthday p/a

Start Date: ASAP

Apply By: 26/10/2026

Department: Kirklees Social Prescribing for 11-25 year olds

Directly responsible to: Kirklees Service Manager

Location: Kirklees area

Major Duties

1. Provide person-centred one-to-one wellbeing sessions with children and young people, supporting them to improve their emotional health, wellbeing and resilience.
2. Work collaboratively with young people to identify their needs, strengths, interests and goals and develop appropriate support plans.
3. Deliver short-term, outcome-focused interventions, providing young people with practical strategies, resources and approaches to support their emotional wellbeing.
4. Provide information, advice and guidance around emotional wellbeing and wider issues affecting young people, including education, relationships, health, personal circumstances and general welfare.
5. Use social prescribing approaches to connect young people with appropriate community groups, activities, services and opportunities based on their individual needs and interests.
6. Support young people to overcome barriers to engagement, including confidence, anxiety, social isolation and practical challenges.
7. Develop and maintain strong knowledge of local services, youth provision, community organisations, activities and other resources available to children and young people.
8. Build and maintain effective relationships with schools, community organisations, statutory services, voluntary sector organisations and other professionals to develop strong referral and support pathways.
9. Make appropriate referrals and signpost young people to additional or specialist support where required, ensuring effective communication and follow-up.
10. Under supervision, undertake appropriate assessments of risk to self and others and respond to safeguarding concerns in line with Invictus Wellbeing policies and procedures.
11. Identify and report safeguarding concerns appropriately and contribute to effective risk management.
12. Manage a busy caseload effectively, ensuring young people receive timely and appropriate support and that communication with young people, families and professionals is maintained.
13. Maintain accurate and timely case records, monitoring information and outcome data in accordance with organisational requirements.
14. Monitor engagement, outcomes and progress and use this information to inform ongoing support and service development.

15. Contribute to identifying trends, gaps and emerging needs within the young people accessing the service and share these appropriately with the wider team.
16. Attend and actively contribute to team meetings, supervision, reflective practice and other relevant meetings.
17. Work collaboratively with colleagues, sharing information, knowledge and good practice to support a positive team culture.
18. Maintain confidentiality and ensure all information is handled appropriately in line with organisational policies and procedures.
19. Work in a way that is inclusive, anti-racist, culturally competent and respectful of the individual needs and identities of all young people.
20. Undertake ongoing professional development relevant to emotional health, wellbeing, youth work, social prescribing and other areas relevant to the role.
21. Undertake any other duties that are commensurate with the role.

Working Pattern

This role will involve **predominantly evening delivery**, with regular working hours between **2:30pm and 7:30pm, Monday to Friday**. There may also be some flexibility required around daytime meetings, training, supervision, partnership working and other service requirements.

About the Role

We are looking for an enthusiastic, compassionate and motivated **Youth Wellbeing Practitioner** to join our team and provide person-centred emotional health, wellbeing and practical support to children and young people.

This is a hybrid role bringing together the skills of a Wellbeing Practitioner and Youth Link Worker. The successful candidate will provide short-term, outcome-focused wellbeing support whilst also helping young people to identify and overcome wider social, emotional and practical barriers that may be impacting on their wellbeing.

You will work directly with young people on a one-to-one basis, building positive and trusting relationships and supporting them to identify their strengths, needs, goals and aspirations. Depending on the needs of the young person, this may include delivering wellbeing interventions, developing strategies to improve emotional wellbeing and resilience, providing information and advice, social prescribing, signposting and connecting young people with appropriate community services and activities.

The role will involve managing a busy caseload and working collaboratively with families, schools, professionals, community organisations and other services to ensure young people receive the right support at the right time.

You will be expected to work in a **trauma-informed, person-centred and youth-led way**, recognising that a young person's emotional wellbeing can be influenced by wider factors

including relationships, education, confidence, social connection, housing, finances, physical health and access to opportunities.

PERSON SPECIFICATION

We are looking for someone who is passionate about improving the mental health and wellbeing of children and young people and who can combine strong interpersonal skills with the ability to work autonomously.

You will be a highly organised individual with experience and knowledge of Kirklees and children's organisations and services across the borough. You will be an enthusiastic person who not only has qualifications and the skillset to impact on young people's lives, but a compassionate and caring personality.

The successful candidate will be confident working directly with young people and will be able to balance wellbeing-focused interventions with practical, community-based support. This role will involve managing a caseload, being a member of a team, continuous reflective practice and understanding what support is available to young people post-intervention across Kirklees.

You will have a willingness to learn new things and above all be passionate about improving children and young people's mental wellbeing.

PERSON SPECIFICATION: CONT'D

The person specification outlines the main criteria for the post and short listing will be based on the following criteria. Please ensure that your supporting statement clearly shows how you meet the criteria using experience gained either in paid or voluntary work.

Criteria	Criteria E= Essential D= Desirable	Measured by A=Application I=interview E=exercise
Qualifications 1. Relevant qualification or equivalent experience in Youth Work, Social Work, Health, Counselling, Psychology, Education or another relevant field. 2. Willingness to undertake mandatory training and ongoing professional development. 3. Understanding of safeguarding and child protection. 4. Full & Clean Driving License 5. Relevant professional membership or additional qualification in a related field. 6. Training or qualification in mental health, wellbeing, social prescribing, counselling, youth work or another relevant area.	E E E E E D D	A A A A

Qualities 1. Initiative, problem solving and openness to change - a. 2. A collaborative team player, concerned with team success as well as individual performance 3. Passionate and committed to improving the mental health and wellbeing of local children and young people. - a. 4. Shares information, good practice and skills with their colleagues and wider networks. - a. 5. Good listener who responds well to feedback 6. Constructive and energetic who brings positivity and enthusiasm. 7. A self aware and reflective individual who can reflect on their own needs and commit to continuous personal and professional learning and development.	E E E E E E E	A/I/E A/I A/I A/I A/I A/I A/I
Experience 1. Experience of working directly with children and/or young people. 2. Experience of supporting children and young people experiencing social, emotional or mental health difficulties. 3. Experience of building positive and trusting relationships with young people.	E E E E	A/I A/I A/I A/I

4. Experience of managing a caseload or multiple pieces of work simultaneously. 5. Experience of working independently as well as collaboratively within a team. 6. Experience of working with families, professionals and/or partner organisations. 7. Experience of maintaining accurate records and completing administrative tasks. 8. Experience of delivering work against agreed outcomes or performance measures. 9. Experience of delivering wellbeing or emotional health interventions. 10. Experience of youth work, social prescribing, community development or a similar role. 11. Experience of working within education, health, social care, voluntary sector or community settings. 12. Experience of signposting/referring young people to community or specialist services. 13. Knowledge or experience of working within a local youth/community service network.	E E E E D D D D D	A/I
Knowledge 1. Good understanding of children and young people's emotional health and wellbeing. 2. Understanding of the factors that can impact on young people's mental health and wellbeing. 3. Understanding of safeguarding and risk management.	E E E	

4. Understanding of person-centred and trauma-informed approaches. 5. Knowledge of services and community resources available to children and young people. 6. Understanding of social prescribing and/or strengths-based approaches. 7. Understanding of equality, diversity and inclusion. 8. Understanding of the importance of confidentiality and professional boundaries. 9.	E E E E E	
Knowledge and Skills 1. Excellent communication and interpersonal skills. 2. Ability to build rapport naturally with young people. 3. Ability to provide compassionate, non-judgemental and person-centred support. 4. Ability to deliver structured wellbeing support whilst adapting to the individual needs of the young person. 5. Ability to identify strengths, needs and goals and develop appropriate support plans. 6. Ability to identify and respond appropriately to risk and safeguarding concerns. 7. Ability to manage a busy caseload and prioritise workload effectively. 8. Strong organisational and administrative skills. 9. Good written communication and record-keeping skills.	E E E E D E E E E	A/I A/I A/I A/I A/I A/I A/I

10. Ability to use IT systems, databases and standard Microsoft/Google applications. 11. Ability to work collaboratively with colleagues and external partners. 12. Ability to problem solve and think creatively about how to support young people. 13. Ability to identify appropriate community resources and develop effective support pathways. 14. Ability to use monitoring and outcome information to inform practice. 15. Willingness to work predominantly during evening hours, including regular shifts between 2:30pm and 7:30pm.	D E D E D E	A/I
Other 1. A strong understanding of safeguarding and health and safety within mental health, social work & education and the ability to become a designated safeguarding officer for Invictus Wellbeing. a. 2. A strong command of computer skills and technology, particularly and Google products as well as CRMs. 3. A dedicated commitment to diversity and inclusion and equality of opportunity.	E E E	A/I A/I A/I

To apply, please go to: <https://www.invictuswellbeing.com/apply> and follow the instructions.

If you are unable to apply this way for any reason, please contact us at enquiries@invictuswellbeing